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# The CIVILIAN

MONTREAL, Que  
March '20.

Devoted to the Interests of the  
Civil Service of Canada

XIII.

DECEMBER, 1919

No. 1.



(W.K.) LEWIS



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# THE CIVILIAN

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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

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Western Federal Grain Employees Association, headquarters at Winnipeg.

Dominion Associated Inspection and Weighing Staffs, headquarters at Fort William.

Dominion Public Works Federation: Branches at Ottawa, Montreal, Toronto, Hamilton, Winnipeg, Calgary, Vancouver and Victoria.

Western Canada Immigration Association, headquarters at Winnipeg.

Dominion Civil Service Association in Europe, London, England. Western Canada Interior Association: Branches at Battleford, Calgary, Dauphin, Edmonton, Grande Prairie, Kamloops, Lethbridge, Moosejaw, Prince Albert, Saskatoon, Swift Current, the Pas, and Winnipeg (13).

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# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XIII.

HULL, QUE., DECEMBER, 1919

No. 1

## Where Ignorance is Bliss

Two recent appointments to superior positions in the Service have excited protests from the organizations of two of the greatest departments in the Federal Government,—the Customs and Post Office. The appointments to which objection has been taken are those of Col. Carey to the Collectorship at Vancouver and Alphonse Payette to the Postmasterhip at Hull. Both of these appointees are outsiders without any experience in the work they have been hired to supervise.

The Customs service has some 3,000 members of from one to forty years' official experience — years spent, in many cases, in anxious weary waiting for the long hoped-for opportunity to make use in an executive capacity of their stored up departmental knowledge and for the financial benefits due and long overdue as a reward of application to duty.

The Postal service has many more thousands likewise wearily waiting for the just rewards of meritorious service. These appointments, insofar as merit in public ownership is concerned, have been greeted with unqualified condemnation by all those who have thus far expressed an opinion. Comparison has been made between them and certain patronage appointments made in the winter of 1918.

It is well to have an exact understanding of the facts of these cases and an effort will be made to set forth the matter clearly.

### Vancouver Collectorship

First in regard to the Vancouver appointments: The Customs Department wrote to the Commission on September 5 requesting that the position of collector be thrown open to the wide world for competition. On September 15 the Commission wrote to the Department asking why this position was to be thrown open to competition and if there were no one in the Vancouver office competent to fill the position by promotion. On September 16 the Department wrote the Commission stating that Mr. C. A. Worsnop, the acting collector, was 61 years of age and therefore it was desirable to have an open competition. On September 17 the Commission asked the Department if it was to understand that the age of Mr. Worsnop unqualified him for promotion. On the same day the Department replied that on account of his years Mr. Worsnop could act for but a few years and therefore was not considered eligible. On September 18 the Commission replied that age should not be considered a barrier in this case and cited the promotions in Winnipeg of Mr. Allen and in Walkerville of Mr. Baillie, both of whom were well over 60 years of age, and again asked the Department for a definite reply to its request as to the eligibility of other members of the Vancouver staff. On September 20 the Department replied enclosing copies of the inspector's report upon which the Department based its decision not to recommend Mr. Worsnop for promotion. On September 24 the Commission again notified the

Department that its previous request had not been answered and again asked for a definite statement as to the eligibility of any other officer in the port. On October 9 the Department replied that an application had been received from Mr. Munn, who was considered qualified, but that as he was inspector for the district, his promotion could not be considered as that of an officer of the port. Mr. Birmingham was also considered worthy of promotion but he was especially fitted for the duties he was then performing. Therefore the Department recommended that the position be thrown open to competition and expressed its hope that, as the previous incumbent of the position had been a returned soldier, the new appointee should also be a returned soldier.

This failure of the Department to recommend any man for promotion to the position left the Civil Service Commission no alternative, under the Act of 1918, which was then in force, but to accede to the request of the Department and throw the position open. (Under the Act of 1919 the initiative rests with the Commission rather than the Department, and the recurrence of such an evasion of the merit principle is now legally impossible.) We wish the Commission had gone sufficiently out of its letter-of-the-law path to suggest to the Department the recommendation of a qualified employee from some other, even if far distant, port. We are sure that the protests which will be made against the bringing in of a man from the "outside" who knows nothing of the



duties of his position will be far greater than any that could be raised against the bringing in of a man from the outside, geographically, who was qualified for the job.

There are some interesting phases in connection with this case. The qualifications of a Collector of Customs (grade 7 port), as they appear on page 195 of the classification report, are quoted in the advertisement for the position but the following words are omitted, "six years of Customs experience, three years of which shall have been in an administrative capacity, thorough familiarity with the Customs Act and with Customs tariff rates, regulations, and procedure." And it is therefore the case that a man who knows nothing of Customs duties has been appointed at \$3,600 to perform the following duties as set forth in the advertisement,—“the appointee will be responsible for the general supervision of all work involved in the enforcement of Customs laws and the collection of

customs duties, to organize and direct the work of employees in the office and on outside examining work, etc., and to give information to the staff and general public relative to interpretations of customs laws.”

#### **Hull Postmastership**

The appointment of Alphonse Payette to the position of postmaster of the city of Hull is another case where a man with absolutely no knowledge of the post office business walks into a public office and attempts to serve the public. The members of the office staff who were familiar with the duties resigned in disgust, and the new postmaster had to 'phone over to Ottawa for an experienced post office man. When the said experienced man reached the Hull office it is said that he found the people of Hull drawing out their savings deposits as a protest against injustice and inefficiency.

The Department and the Commission have assumed the responsibility of turning down the application of Mr. Leon Madore, a competent man

of 18 years' experience in the Hull office, and also the applications of three other experienced post office men, two of whom made their homes in the city of Hull.

Friends of the merit system claim that Mr. Payette is too fine a man to knowingly commit an act which suggests at once the need of reparation and restitution as in the case of poor old Belgium. For Mr. Madore has good reports to his credit, such for example, as the following: "His management of the office is very satisfactory." The defence made by the Commission in this case is that Hull, with a population of 13,000, is a revenue office and is therefore subject to the same treatment, as to appointment, as that applied in the case of a country store serving a population of two or three hundred. There is no claim made by the Commission that this is common sense but it appears that in this case the letter of the law has been observed.

## Civil Service Federation of Canada

### **Progress**

Immense progress has been and is being made in the effort to build up a Civil Service of which we can be proud and which will be a credit to Canada but none of the executive officers of the Federation feels that there is the least reason for resting on our oars. In our progress upstream we have just passed the dating back of the classification mile post but there are other mile posts ahead—a forty per cent bonus to make the classification salaries fulfil their purpose, superannuation, trial boards, Whitley Councils, dismissals by the Commission, etc. We may even have to do some portaging. We don't know how to quit.

### **Full-time President**

So confident is the Federation that the time has come for even greater activity than has been possible in the past that the executive has asked the president of the Federation, Mr. Frank Grierson to devote his whole time to the work of organization; it having become known that Mr. Grierson was applying for six months' leave of absence from the Finance Department for personal reasons.

### **Affiliation with Labor**

Acting under the instructions of the eighth convention, 1919, which called upon the associations comprised within the Federation to take a referendum on the question of affiliating with labor

before the next convention, the executive has forwarded to all presidents a request that the necessary steps be taken to carry out the wishes of the convention.

The actual time that has elapsed since the question was last up for discussion is small, but the labor movement and the attitude of the world toward labor has in the meantime made such very rapid strides as to give the new referendum an aspect which it did not have for many of us at the time of the last convention.

### **Next Convention**

The executive has forwarded to the members of the general council a suggestion that the next convention of the Federation be held beginning the second Monday in March.



## Activities

The executive officers have looked upon the Federation page as a method of presenting to the members of the general council and to all others interested, some idea of the activities of the Federation. They are only too well aware that the record is not complete, that the steps being taken by all civil service organizations are mutually dependent, and that co-operation is and always will be essential. As has been reiterated over and over again, it is impossible for the officers of the different organizations to take the service or even their own members, into their confidence at all times. Step by step we are winning our way, shoulder to shoulder, and the service must keep track of the activities mentioned in all of the various departments of *The Civilian* if they are to have an idea of the forces that are at work.

## Correspondence with Government

The following letters have not been answered by Government. They are published for the information of civil servants:—

### Full Bonus of \$350 or Arbitration

October 16, 1919.

The Right Hon. Sir George E. Foster,  
Acting Prime Minister,  
Ottawa.

Sir:—

I am directed to refer to your letter of July 23rd last, acknowledging mine of the 22nd idem, asking that either the full bonus of \$350 for the fiscal year 1918-19 be given to those who have not already received it, or that a board of arbitration be established to render a decision in connection therewith, as suggested by the Prime Minister, and I have to ask again whether or not this proposal has been dealt with by the Prime Minister favorably or otherwise, inasmuch as your letter of July 23rd referred to above stated that you will be glad to give our representations your best consideration.

Your faithfully,

CH. J. TULLEY,  
Secretary.

## Convention resolutions

October 16, 1919.

The Right Hon. Sir Geo. E. Foster,  
Acting Prime Minister,  
Ottawa.

Sir:—

I beg to direct your attention to the fact that, under date of the 26th of June last, the Civil Service Federation addressed to the Right Honorable the Prime Minister a printed copy of the resolutions which were passed at the last convention of the Civil Service Federation of Canada held in this city from March 17th to 22nd inclusive, and attended by representatives of the Civil Service organizations from Halifax to Vancouver. Will you please be good enough to advise us what action, if any, the Government intends to take with regard to these resolutions.

Yours faithfully,

CH. J. TULLEY,  
Secretary.

### Reinstatement of Western strikers

November 15, 1919.

The Right Hon. Sir Geo. E. Foster,  
Acting Prime Minister,  
West Block,  
City.

Sir:—

I am directed to enclose a copy of the letter sent to the Right Hon. Sir Robert Borden on June thirtieth last relative to the reinstatement of the Dominion Government employees in the west who were suspended for going out on strike at the time of the Winnipeg general strike, and to say that the Executive Board of the Civil Service Federation would like to have a definite statement of the Government's intention to re-open negotiations with these men, many of whom are facing a very hard winter with families.

We feel that such a generous act would go a long way towards alleviating the discontent at present prevailing throughout the Service.

Yours faithfully,

CH. J. TULLEY,  
Secretary.

### Retroactive Classification

November 12, 1919.

Hon. A. K. McLean,  
Chairman Committee Development  
and Reconstruction,  
26 Wellington street,  
Ottawa.

Sir:—

I am directed to advise you that at the last meeting of the Executive Board of the Civil Service Federation, a motion was passed instructing the secretary, in view of the numerous enquiries that are being

made as to what action is to be taken by the Government relative to dating back the re-classification bill to become effective on April 1st, 1919, to ask if you would be good enough to provide us with a statement in this connection so that the different branches of this organization may be advised.

In this connection I would direct your attention to the following telegram which was sent in by the President of the Civil Service Association at Winnipeg representing 1,200 federal employees in Manitoba.

"The Central Executive of Civil Service Associations representing twelve hundred employees in Manitoba passed following resolution unanimously on behalf of the various bodies affiliated:—  
"Herewith we desire to protest vigorously against classification bill being dated April 1920. We look to Rt. Hon. Sir Robert Borden, Hon. A. K. Maclean, and Hon. N. W. Rowell to implement promises given last session as to increases being retroactive from April 1919."

Yours faithfully,

CH. J. TULLEY,  
Secretary.

NOTE.—The dating back of the classification has since been won and the necessary order-in-council has been passed.

THE EDITORS.

## Vancouver Customs

The members of the Service will be interested in reading the following letters:—

November 11, 1919.

Wm. Foran, Esq.,  
Secretary, Civil Service Commission,  
Ottawa.

Sir:—

In consideration of the advertisement which has been placed in the Press offering the position of collector of customs for the port of Vancouver for competition, I am directed to ask you for information as to why the qualifications of "customs experience" were not included in the advertisement and also why it was found necessary at all to advertise the position for competition, there being a number of eligible employees in the Customs Service of Canada and particularly at the port of Vancouver who might be promoted to this position?

Yours faithfully,

CH. J. TULLEY,  
Secretary.



Ottawa, November 21, 1919.

Dear Sir:—

I have your letter of the 11th instant with reference to the vacant position of collector of customs at the port of Vancouver, in connection with which you ask for certain information.

Your first question is why the qualifications of "customs experience" were not included in the advertisement. In reply I am to say that it was not thought desirable to restrict the field of competition by the insertion of this requirement. Obviously applicants who were able to show actual experience in the line of work for which they are applying would in this, as in all cases, have a very distinct advantage over those who are not thus experienced. In the scale of marking in all competitions, as you are no doubt aware, "office experience" stands very high on the list of requirements and receives high rating. Consequently, other things being equal, a man with experience would have very great advantage over his inexperienced competitors.

With reference to your second enquiry as to "why it was found necessary at all to advertise the position for competition, there being a number of eligible employees in the Customs Service of Canada and particularly at the port of Vancouver who might be promoted to this position", I am instructed to say that phase of the question was very carefully and thoroughly considered, and was the subject of a good deal of correspondence between the Department and the Commission. The final result was that the Commissioner of Customs advised the Commission in his last communication on the subject that the Department was not prepared to recommend any official for promotion and desired that the vacancy be filled by open competition.

I may add that those officials at present in the Department who might in any way be considered to have claims on the position were most carefully considered individually and reported upon to the Commission before this decision was finally arrived at by the Commissioner of Customs and acceded to by the Commission.

It is hardly necessary for me to point out to you and to the Federation that the judgment of the responsible head of a Department must necessarily be allowed to carry very great weight with the Commission when matters of this kind are being dealt with, and the more important the position the greater the responsibility on both the Department and the Commission to use the utmost care and the best of their judgment in making an appointment.

Yours truly,

W. FORAN, Secretary.

C. J. Tulley, Esq.,

## EXECUTIVE BOARD MEETINGS

November 7, 1919

*Members present.* — Messrs. Grierson, Burling, Burns, Kehoe, Forsyth, Sheppard, and Tulley.

*Superannuation in Printing Bureau.* — Moved by Mr. Burns, seconded by Mr. Kehoe, that the question of the order-in-council granting superannuation to certain members of the Printing Bureau be referred to a committee made up of Messrs. Sheppard, O'Connor, and the secretary, to investigate the principles of the superannuation order passed for the Printing Bureau, and also to investigate the effect of the application of these principles not only to the Printing Bureau but to the whole Civil Service of Canada. — The motion carried.

*Office cleaners.* — A committee comprising Messrs. Grierson and Tulley was appointed (with power to add to their number Madame Mercier, president of the Office Cleaners' Association) for the purpose of waiting on the Honorable the Minister of Public Works in order to take up thoroughly the grievances of office cleaners.

*Vancouver collectorship.* — Moved by Mr. Burns, seconded by Mr. Forsyth, that in consideration of the advertisement which is appearing in the public press offering the position of collector of customs for the port of Vancouver for competition, the Civil Service Commission be communicated with, with a view to learning why the qualifications of customs experience were not included in the advertisement; and also why it was necessary at all to advertise the position for competition when there were a number of eligible employees in the Customs Service of Canada and particularly at the port of Vancouver who might be promoted to this position. — The motion carried.

*Reinstatement of western employees.* — Moved by Mr. Kehoe, seconded by Mr. Sheppard, that the Government be asked for a reply to the communication of the Federation relative to the reinstatement of the western postal employees who have lost their positions on account of the strike which took place in Western Canada last summer.—The motion carried.

*Bonus regulations.* — Moved by Mr. Burling, seconded by Mr. Tulley, that, Whereas section 1 of the Bonus Regulations of the Civil Service Commission provides that "no employee shall receive a combined salary and bonus for the present fiscal year less than the combined salary, bonus, and living allowance entitled to be received by the employee for the fiscal year ending March 31, 1919"; And whereas this operates to the disadvantage of the men who have returned from overseas

since March 31, because they received no bonus for last year, and gives a larger bonus to the men who did not go overseas than it gives to the men who spent the previous fiscal year overseas; Resolved, that the officers of the Federation take up with the Civil Service Commission the necessity for making such changes in the regulations as will remove this discrimination against the returned men. — The motion carried.

November 22, 1919

*Members present.* — Messrs. Grierson, Burling, Burns, Kehoe, Sheppard, Forsyth, Ryan (for Mr. O'Connor), and Tulley.

*Retroactive classification.* — Moved by Mr. Burling, seconded by Mr. Kehoe, that the telegram received from the Civil Service Association of Manitoba protesting against the action of the Government in not making the Classification Bill retroactive to April 1, 1919, in accordance with promises made, be transmitted to the Prime Minister and that he be asked for a statement as to what reply should be made to such resolutions. — The motion carried.

*Full-time President.* — Moved by Mr. Kehoe, seconded by Mr. Forsyth, that Mr. Grierson be given charge of the organizing of the Civil Service, a task to which his whole time shall, if possible, be given after December 1.—The motion carried.

*Executive meetings.* — Moved by Mr. Burns, seconded by Mr. Forsyth, that the resolution admitting the press to the meetings of the Executive Board and General Council assented to by the Executive Board on June 30th last be rescinded and that a publicity committee composed of the president and secretary be appointed to provide statements of business for publication. — The motion carried.

*Affiliation with labor.* — Moved by Mr. Burling, seconded by Mr. Kehoe, that in accordance with resolution passed at the last convention a referendum be taken on the question of affiliation with labor before the next convention of the Federation and that this referendum be taken by the affiliated associations. The motion carried.

*Next convention.* — Moved by Mr. Burns, seconded by Mr. Sheppard, that the next convention be called for the week commencing the second Monday in March next, subject to the approval of the general council. — The motion carried.

*Per capita levy.* — The secretary was instructed to make the per capita levy for 1919-1920.

The meeting adjourned after a short discussion relative to a more efficient organization of the Service.



# EDITORIAL

## Something Rotten in Denmark.

The extraordinary situation disclosed in the opening article in this issue should be carefully read and digested by the members of all our services. If the spirit of the new legislation is not to be better observed than the old, what happened in the Customs and Post Office departments yesterday may happen in any other department tomorrow.

We know now that an advertisement for the higher and technical positions may be doctored by the expurgation of any reference to the duties to be performed. So that to this extent we may have promotions cut off from the well-informed departmental civil servants and the just hopes and ambitions of the qualified members of a whole department annihilated.

By such methods it would be possible for the federal system of public ownership to be manned, as to many of its executive positions, by men who know nothing of the business in hand. And so, when Canada organizes the machinery to operate the greatest railway system in the world, with its steamer and hotel systems, we may enjoy the edifying and highly patriotic entertainment of seeing some bosom friend of a high minded politician chosen for the chief executive position. Long live Patronage, Plutocracy, and Bankruptcy ! !

Returned soldiers were appointed to each of the positions which are discussed in our leading article to-day. Now *The Civilian* was for the war and is for the returned soldier. We venture to say, however, that every returned man who understands the question at issue will agree with the view herein expressed. In the entrance examinations the syllabus is general in its character and the returned man has an advantage of 40 or 50 per cent over his civilian competitor. But in the examination for a technical position, such as the Vancouver collectorship, the syllabus must be particular and specific and qualifications for the special duties must be considered, or else we must continue to make of public ownership in Canada the "tragic farce" it was called by the Hon. Mr. Carvell.

It is altogether a happy event to be able to record in this issue the fact that the Civil Service Commission has contended for the "Merit law" in its dealings with the departments concerned. We are bound to point out, however, to Dr. Roche and his colleagues, and we do so sympathetically and co-operatively that it is only the strict letter of the law which has been observed. The Commission should have fought to the last ditch for the inclusion of experience in the technical duties of office in

the qualifications required for these two positions. The appointments should not be allowed to pass without the most strenuous protest from the Federation expressed through the voices of its many constituent members.

All the information available in connection with the two cases has been submitted to our readers. One important item of information has yet to be disclosed, viz., the party or parties responsible for the framing of the advertisement for the Vancouver position. We are rather pleased we do not know the responsible parties and that in this Christmas number it does not therefore become our duty to state our real feelings in respect to the person or persons responsible for this act of war against the merit principle. After the New Year we will revert to this subject. In the meantime we quote the ever immortal bard:

"By the pricking of my thumbs  
Something wicked this way comes."

## Minimum Living Wage

The government employees in the United States are asking, and will secure, a minimum wage, for full time adult service, of \$1,320, rising in six years to \$2,200. They present figures proving that the latter figure, or \$2,262.47 to be exact, is the minimum amount upon which a family can live in decent health and comfort. Conditions in the States are so nearly identical with our own, unless they are better, that the article fits us exactly. We are not unreasonable; the inertia to be overcome has been so great that we have not aimed high enough.

## East and West

The Postal Journal this month contains two letters from the West which should go far in the direction of re-establishing the entente cordiale between the postal workers east and west. We have all been almost too busy working for the good of the service to ask whether we were all properly affiliated or not. Community of interest must bring us all together in the end. We are now a unit, potentially and in spirit. Let us do everything in our power to make the union actual.

## Always At It.

When you have a particularly good piece of news regarding action taken by the Government for civil servants, the officers who have been responsible for the success do not ask that you give them credit. They are merely doing their duty, as the elected representatives of the Service, but they feel that you should realize that the price of success is eternal vigilance and hard work.

In most cases it is not possible for the officers to take the Service into their confidence during the progress of the negotiations with Government, and in nearly every case it is impossible for the officers to announce the steps taken



to secure any particular result, in fact such action would only weaken their effectiveness in any further activity on behalf of the Service.

If it seems to have taken a long time to secure a certain concession you may be sure that the victory is all the more real. In asking you to remember the adage about the man who waits, civil servants should realize that there is no place in the activity of their officers for any such motto.

### The New Order.

We know of no better way of calling attention to the real principle in the New Order than to quote from an editorial in the *Grain Growers' Guide* regarding the part which the organized farmer movement is to play in our country:—

"There is no justification for the organized farmers entering the political field unless they are going to bring about an *improvement in our public life and the administration of our public affairs. The simple development of a class organization for the purpose of securing class benefit at the expense of the rest of Canada would be most intolerable and unjustifiable. It is a pleasure to announce to the people of Canada that the organized farmers of Canada have no such desire and no such intention. They seek to better the conditions for every Canadian and their policy is and will continue to be "the greatest good to the greatest number."*

### Association Dues

The action of the Civil Service Association of Ottawa in raising their dues from a quarter to one dollar is a step in the right direction. It would be difficult to place a dollar and cents value on the work of civil service organizations but there can be no question regarding the accuracy of the statement that organization has been entirely responsible for the bonuses which have been received and that the greater the number of civil servants who back up their officers the greater the effect of the representations made by these officers.

The members of the Inside Service will now have an eight instead of a two cent a month stake in the activities of their elected representatives and can now feel that they are really beginning to do something themselves. The battle is not won yet; a forty per cent bonus for everybody, a retroactive classification, superannuation, trial boards,—all these are in the future and will require hard work. Every civil servant should get into the game; at a dollar it's worth the candle.

### EDITORIAL NOTES.

*The Civilian* had hoped to be able to present to its readers in this issue a copy of Bill No. 18. We are informed

by the Assistant King's Printer, however, that there has been undertaken a consolidation of Bill No. 18 with previous legislation which has not been repealed and that the electrotypes will not be available in time for this issue.

Last month we characterized as ridiculous the figure of 1.9 per cent, stated by the Civil Service Commission to indicate the rise in rent since 1913, and used by them in arriving at the general rise of 53 per cent in the cost of living. We are able to state now that the rise in rent in the United States during the same period has been forty per cent; ours is certainly no less. Instead of the increase in the cost of living of 53 per cent since 1913 arrived at by the Civil Service Commission it is at least 73, made up of rent, 40 per cent; fuel, 60 per cent; food, 90 per cent; and clothing, 100 per cent.

The bearing of the preceding paragraph upon the bonus that should be paid to civil servants is obvious. If Government acknowledges that the classification salaries are more than forty per cent too low, and bases this on figures which are twenty per cent short of the actual conditions, civil servants are entitled to a bonus for all even larger than the forty per cent which they are going after.

A press item quotes the Cooks and Waiters' Union of Toronto as having decided to boycott all banks which pay such small salaries that their employees are forced, in order to eke out an existence, to spend their evenings cutting in on the waiter's business. Here's a suggestion for some of the unions affected by the extra mural exertions of civil servants in their struggle for an existence. The waiters are to withdraw their savings from the offending banks; we know of no similar method of penalizing the Government but we fear for a Government to which such attitude on the part of the people would not be more abhorrent than any pecuniary penalty.

Sincere regret will be felt throughout the Service that Mr. J. C. O'Connor, president of the Civil Service Association of Ottawa has fallen seriously ill. Mr. O'Connor is one of the old warhorses of Civil Service organization in Ottawa; his service dating back for ten years when he was elected representative from the Post Office Department in his local association, in which he rose by consecutive steps from the humblest to the highest position. His illness is undoubtedly the result of overwork due to devotion to the interests of the members of his organization. For over a year, since the beginning of the campaign for a bonus, Mr. O'Connor in conjunction with Mr. J. H. Ryan, his secretary and other devoted officers and members of his executive, has disregarded the demands of nature for rest and recreation in order to serve. *The Civilian* hopes that he may soon recover his wonted health and activities.



His  
Majesty's  
Mails

# POSTAL JOURNAL

Postal  
Clerks'  
Forum

## Classification dated back

An order-in-council has just been issued to the effect "that the Government do undertake to submit such legislation and to ask for such appropriations at the next Session of Parliament as will provide for the application of said classification schedules to the Civil Service generally as of the 1st April, 1919." The effect of this will be that all salary increases provided in the recent legislation will take effect from the first of last April.

This announcement, coming almost on the Eve of Christmas, has caused the greatest satisfaction among civil servants throughout the Dominion and without detracting in any way from the credit due to the officers of other organizations who supported the postal clerks in their endeavors to bring this about, it is regarded by the rest of the Service as a Christmas Gift from the Dominion Postal Clerks' Association.

The executive of this Association never lost an opportunity to urge upon the Government the desirability of fulfilling the pledges given on its behalf, by its responsible ministers and incorporated in Section 11 of Bill 136. For some reason which civil servants are unable to understand, even up to the present, the minister in charge of this legislation, when reintroducing it under the title of Bill 18, saw fit to change the date of the coming into effect of its monetary provisions from 1919 to 1920. This provoked a storm of indignation and was led by the President of the Postal Clerks' Association who protested bitterly to the Parliamentary Committee of the House of Commons in making representations before that body on October 6. This protest was repeated in a memorandum sent to every member of the Committee the following day.

The argument was most convincing, but the Committee which was presided over by the Hon. A. K. Maclean, was apparently not impressed with the necessity of taking any action and the bill passed the house without the offensive section being amended.

When the bill came up in the Senate it was referred to a committee of the house and Mr. Cantwell made another attempt to get it amended by submitting a memorandum to this committee from which the following is quoted:—

"I desire to direct your attention to the last Section of Bill 18 (Section 13) which makes the proposed salary schedules effective as from April 1, 1920, instead of April 1, 1919, as provided for in Section 11 of Bill 136, which was only given one reading at the last Session of Parliament.

"I am convinced that when this change was made by the Hon. Mr. Maclean he did not realize that it involved a breach of faith on the part of the Government with this organization, and incidentally with every civil servant in the Dominion. The extent to which the Government is pledged to date the new salary schedules back to April 1, 1919 may be judged from the following:—

"Replying to a question asked by Mr. Sheard on May 12 last, the Hon. Mr. Maclean is reported in Hansard as having made the following statement:—

"When the classification, with the schedules of salaries, is approved by Parliament, it will relate back to the beginning of the fiscal year; and if it happens that any members of the Service are entitled, under that classification, to promotion in rank or in salary, the same will date back to the first of April last, and in that way no substantial wrong can be done to the personnel of the civil service in the monetary sense by reason of an unexpected delay of a few weeks in the completion of the work."

"Previous to this the Hon. Mr. Rowell gave a verbal promise to the same effect to a delegation from this association which he subsequently repeated in a letter to the writer, dated April 10, and read in the House of Commons on April 14 (see Hansard of that date, page 1496). In this letter the Hon. Mr. Rowell's promise was reiterated in the following terms:—

"The new classification, when put into effect, will apply to the current fiscal year, commencing the 1st of April, 1919."

On May 13, in reply to a question asked by Major Andrews (Winnipeg Centre) the Hon. Mr. Rowell is reported as giving the following answer:—

"Am advised by the Civil Service Commission that printing which has already commenced will take substantially longer than originally estimated, and this is one explanation of delay. But as everything relates back to the first of April, post office employees cannot be prejudiced in any way by unavoidable though regrettable delay, and precipitate action on their part would be wholly unjustified."

"I think, Sir, your committee will agree with me that not only is the Government pledged to date the schedules back to April 1, 1919, but Parliament also would seem to have pledged itself by its silent acquiescence when these pledges were given on the floor of the House.

"May I now request your committee to consider the reasons advanced by the minister in charge of the bill, for changing this date. On the 10th instant, when the bill was being discussed in committee of the whole, Mr. A. E. Fripp, called the attention of the House to the pledges given by Hon. Mr. Rowell, referred to above. The Hon. Mr. Maclean, replying to Mr. Fripp, (see Hansard, October 10, page 1030) made the following statement:—

".....the Government felt that, with the classification in effect, it would be enabled to adjust the bonus on a more proper and scientific basis, because there would be a readjustment of the salaries of all those in the Service. However the Bill did not pass, and Classification was not adopted. In view of this fact the Government were obliged to establish a bonus for the Service covering the whole fiscal year from April 1, 1919 to March 31, 1920.

"The minister, in these words, gave Parliament the impression that the reason the Government established the bonus provided by Order-in-council of July 15, 1919, (P. C. 1485) was to give a measure of relief to civil servants, pending the adoption of the new salary schedules provided for in the classification. There is no doubt whatever about this, as Mr. Maclean goes on to say:—

"The effect of the classification will be to give very formidable increases to some members of the Civil Service. In the meanwhile they—the Service—have got a very substantial bonus, and I am not quite satisfied myself that they are entitled to both....."

"Had the Honorable Gentleman read the 'Foreword' in the reprint of the salary schedules, now being considered by your committee, I do not think he would have made that statement, as the last paragraph of the foreword (page four) reads as follows:—

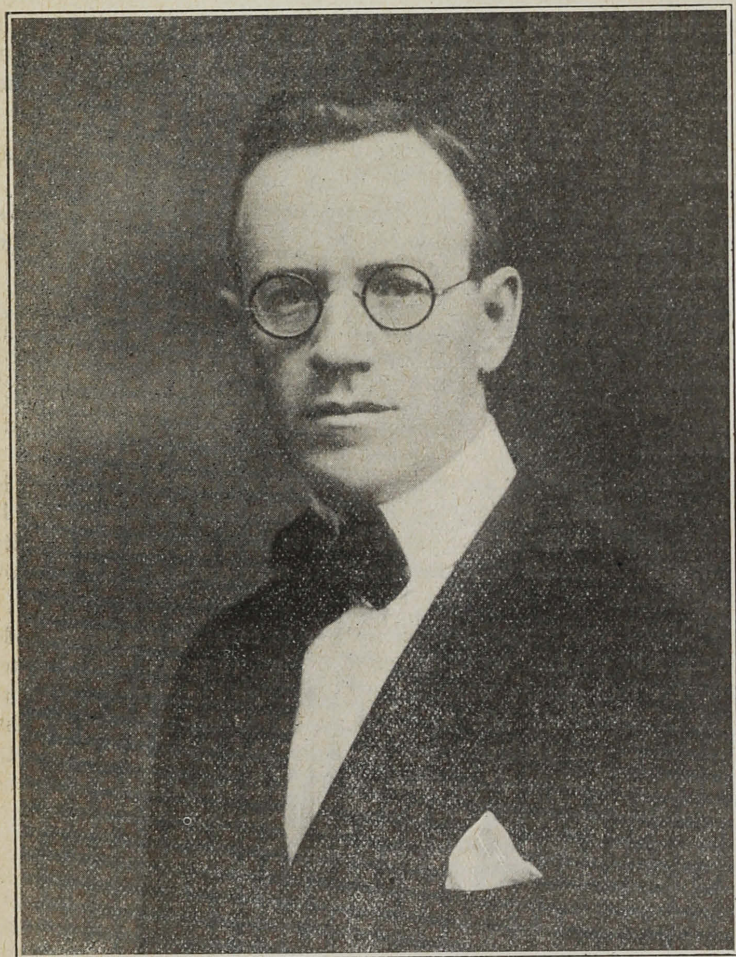
"The rates of compensation for the several classes, except those where it is provided that prevailing rates shall apply, are based on



the assumption that they will be supplemented by a special bonus while the cost of living continues abnormally high during the reconstruction period."

"Had the Hon. Mr. Maclean read the war bonus order-in-council, I am certain he would not have spoken as he did, as the most cursory examination of it will show that its provisions were based on the actual salaries contained in the classification and clearly anticipated certain increases under the new classification by an arrangement whereby these increases automatically reduced the amount of the bonus payable to those receiving them. Section 8 of the War Bonus Order-in-Council proves this conclusively.

"I need scarcely remind you, Sir, that in every large organization such as ours, there is a radical element who believe that the most effective method of having grievances adjusted is by temporarily



W. J. CANTWELL,

President Dominion Postal Clerks' Association.

disrupting the Service. The executive of this organization has consistently combatted this idea, believing that legitimate grievances can always be adjusted by a conference between the parties concerned. On the occasion of the recent disturbances in the West this element was very difficult to control, and we only succeeded in doing so by counselling patience and quoting the Government pledges referred to above. I think your committee will approve the action of this executive in quoting pledges that were given in such definite language, considering how much was at stake, and will appreciate the embarrassing position in which we are now placed by the apparent intention of the Government to disregard these pledges, as indicated by Section 13 of Bill No. 18.

W. J. CANTWELL,  
Dominion President."

This brief was ably supported by Mr. J. G. Creighton, C.M.G., law clerk of the Senate, with the result that the Senate committee recommended that a message be sent to the House of Commons suggesting that the Bill be amended so as to date from 1919. When this recommendation came before the Senate on November 4, it was negatived at the suggestion of Hon. Sir James Lougheed, who, replying to Senator Bostock, gave the following reason for this action.

"I may say to Hon. Gentlemen that I have seen Hon. Mr. Maclean since the report of this committee was prepared, and he, of course, approves entirely of what was done in the House of Commons, and intimates, with all due deference to the recommendations made by the Senate, that the House of Commons will proceed along the lines which have already been followed."

Notwithstanding the repeated failure of their efforts the executive of the Dominion Postal Clerks' Association, with bull-dog tenacity that deserves admiration, and conscious of the fact that their cause was a just one, continued their agitation. This has now been crowned with well-merited success.

Mr. Cantwell, who is receiving the congratulations of a host of civil service friends, states that he never had any doubt of the ultimate result of the efforts being put forth by his executive to have the classification dated back. He considers that most, if not all, civil service grievances can be adjusted satisfactorily if the members of the Cabinet are approached in the proper spirit, and points out that his executive is deeply grateful for the courteous treatment they have invariably received when making representations on behalf of their members.

The Government is deserving of the heartiest congratulations from civil servants generally for having redeemed pledges which, through an unfortunate misunderstanding, they appeared to have ignored.

### Re-union East and West

The following letters and telegrams indicative of a "get together" movement has passed between Western postal clerks and their Eastern colleagues:—

Victoria, B.C., Nov. 25, 1919.

Mr. F. Grierson,  
President,  
Civil Service Federation,  
Ottawa.

Dear Sir and Brother:—

Your letter received and much appreciated. With reference to your expression of the hope that we may at an early date join our sister organizations of the Service, I am very desirous of seeing friendly relations and fraternal co-operation established between the postal workers and other civil service bodies. I shall much appreciate an expression of opinion from you as to what chances there are of the realization of that wish at the present time.

With best wishes, I am,  
Sincerely yours,

CHRISTIAN SIVERTZ,  
President,  
Amalgamated Postal Workers.

THE CIVILIAN,  
Ottawa, Ont.  
Gentlemen:—

As a result of your "Announcement" on page 409 of the October issue of *The Civilian*, I have been invited by the Executive of the Vancouver Branch of the Amalgamated Postal Workers, to act as correspondent. I will be pleased if you will inform me as to your



regulations, time limitations for the submitting of articles, and space allotted, or other information, that would tend to further popularize the paper out here.

There is not the shadow of a doubt, in the opinion of a large majority of the members of this A. P. W., that the re-union of the forces of the East and West is in the best interests of us all. The first principle or aim of the A. P. W. is "One Dominion wide organization of postal workers," and the only difference between East and West at this moment is the form of organization. This subject ought to be seriously taken up, not only in the columns of *The Civilian*, but at every meeting of the different organizations within the postal service. In face of the Government's peresent attitude, coupled with the fact that a substantial bonus will be a necessary adjunct to the salary schedule as contained in the re-classification act, united action is necessary. Thanking you in anticipation of an early reply,

FRED KNOWLES.

Vancouver, B.C., Nov. 16, 1919.

Winnipeg, Man., December 2, 1919.

Frank Grierson,  
Civil Service Federation,  
Ottawa, Ont.

Wire received. In view of Maclean's statement Oct. 9th, and its adoption by Parliament we decided to demand sufficient remuneration to meet living cost. *In spite of broken promise of Government delay in classification is of secondary importance and we have intimated same to P. M. G.* We appreciate Cantwell's fight but even if successful immediate needs are not satisfied and we would prefer immediate relief and accept opportunity previous to March 1st, to submit our opinion on classification. Bonus will accompany classification until prices become normal and acceptance of present amount without struggle is tacit agreement to its sufficiency. Our objective now is to have bonus increased and lay ground work for co-operation in amending classification schedules later., Will wait for your letter and reply to this but if delegation going Sivertz coming from Victoria and Dec. tenth latest acceptable date would appreciate you wire Sivertz also.

ELRICK.

Ottawa, Ont., December 3, 1919.

J. A. Elrick,  
Secretary, Amalgamated Postal Workers,  
Winnipeg, Man.

Would highly value conference here for purpose of cementing relations East and West. Would counsel further consideration before coming immediately. Classification has been made retro-active or will be at next session. Think impossible to get additional bonus now as War Measures Act not operative. Strongly advise you communicate in all details with Cantwell. He has most comprehensive grasp of postal suituation. At your distance, siutation may not be clear. Better postpone trip pending fullest discussion with Cantwell. This repeated to Sivertz.

GRIERSON.

This correspondence was closed for the moment by the receipt of the following telegram:—

Frank Grierson,

Ottawa.

Have decided with new developments time inopportune for delegation letter following.

ELRICK.

### Kingston Branch

The last meeting of the Kingston branch was well attended and there was some interesting discussion. The letter carriers have recently had lockers built for them in which to place their clothing, and the clerks think that the same thing should be done for them. Classification was also discussed and the meeting was unanimously of the opinion that, in face of the promises given, the bill should date back to April 1, 1919. Credit was given to the hard-working executive for what they have accomplished. The letter carriers and clerks have decided to amalgamate for one night, that is, the night of the Postal Workers' dance which will be held after Christmas. The membership of the Kingston branch has almost doubled in the last six months.

### Brantford Branch

The annual meeting of the Brantford branch of the Dominion Postal Clerks' Association was held on Monday night, November 3.

The reports of the retiring officers showed that the year just closed was the most successful in the history of the association. The officers for the ensuing year were elected as follows:—President, T. R. Snodgrass; vice-president, G. T. Strickland; secretary-treasurer, H. J. Hartley; correspondence secrtary, C. E. Carling; executive officers, E. F. Waters and H. Boot.

After the meeting the members adjourned to the Patricia Cafe where a very pleasant evening was spent. Addresses were given by Mr. R. Guy, vice-president of the Ontario Postal Clerks' Association; Mr. H. J. Hartley, Mr. J. C. Montgomery, deputy postmaster; Mr. Wm. Bell, president of the Letter Carriers' Association; and Mr. G. T. Strickland.

Music was supplied by the Academy orchestra assisted by Mr. C. B. Todd. The program was much enjoyed by all present.

## Notice!

Subscribers who have heretofore been receiving their copies at their office address are hereby invited to change their mailing address from the office to the house. This particularly refers to subscribers from the C. S. Association of Ottawa. Notification to the above effect will receive prompt attention.

CIVILIAN COMMITTEE.



The  
Collector of  
Comments

# Dominion Customs Association

The  
Unofficial  
Surveyor

## Christmas thoughts

Retrospection at this season seems proper. We review the past twelve months and, profiting thereby, make resolutions for the new year. It is not amiss perhaps, if we go further and express our hopes and fears for the future.

Nineteen-nineteen opened with classification looming large in our affairs, with little or no information as to what it would eventually portend. The men engaged in the task of planning the scheme to readjust the working conditions of sixty thousand men and women were very, very busy, saying nothing and sawing wood, "hard".

The March convention of the D. C. A., alive to the impending changes tactfully endeavored to give the classification experts the benefit of their experience, acquired during the hard and lean years of service, and are convinced that their efforts were not altogether in vain. The appointment by the convention of a standing committee, representative of the whole service, on classification and other problems, proved a wise move, and this committee, together with the executive, had many meetings in connection with the problems of the association.

It was deemed necessary by the officers, at certain times, owing to matters which had developed, to make extended visits to branches, which was done at considerable expense, but with highly satisfactory results. The information thus acquired has been the means of solidifying the D. C. A. into a huge solidly knit organization which moves with the precision and ease of a well oiled machine.

In the presentation of the case of the members of the D. C. A. to the Government, Civil Service Commission, Board of Hearings and Appeals

on Classification, and the Department, no class distinction was shown. The case of the low paid and those whose salaries are in the higher grades received aqual consideration, the case of the collector and the messenger being dealt with equally and on their merits. Our methods of handling the many grievances, etc., were always characterized by moderation and brevity coupled with firmness, earning the unstinted approval of those with whom we came into contact.

To the officers, members of committees, and particularly the hard working and little appreciated branch secretaries, public acknowledgment is given for the whole hearted support and loyal cooperation of the past year. The men concerned are too numerous to mention here, but will understand and appreciate the thanks thus rendered.

To be associated with men of this caliber, in our patriotic and unselfish, and perhaps little understood efforts, is a privilege, and to work with them a joy. The brotherhood of our organization is never properly understood, until after a lengthy session with these faithful hard working members of the D. C. A.

This has been a great year. A year of magnificent effort, of some disappointments, and not a few gains. Altogether we are better in a number of ways than we were this time twelve months ago. The terrible war is becoming a memory, its scars are slowly healing, and we look forward with calmness and trust to the New Year, and hope it will be to all of our members a happy and prosperous one.

## Bill No. 18

Now that we have Bill No. 18 on the statute book, it is well to remember that a vital and essential part, so far as the Service is concerned, is

dead. For more than a year, what has been the answer of the ministers of the Crown to any and all representations and memorials seeking relief from the burden of abnormal prices for the *necessaries* of life? True, true, a pittance, called a bonus, was handed out last year to tide over until the new bill would become operative, dating April 1, 1919, and now we find a condition in which we have those responsible, making the statement that Government never makes pledges or gives promises. Now, it seems to me in this particular case, while Government may never make pledges or give promises, in view of the unanimity of opinion on the Civil Service side as to the dating of the Bill, it is up to us to do everything we can through our organizations to have the Government allay the feeling of unrest and dissatisfaction in the Service, by having the Bill date from the time it was understood to be operative by the whole service, namely April 1, 1919.

## Montreal Notes

Our friends at the "Big Port" have the right idea in keeping up the interest of the members in their organization. They have held several entertainments, and their more recent one had as one of the entertainers Mr. W. S. Weldon, Collector of the Port. This is as it should be, and shows the true "esprit de corps" which should exist at all the ports in Canada. There is no reason why other ports should not emulate the example set by our Montreal friends, so let us hear from you in time for the next issue of *The Civilian*.

## Montreal Customs Association

The above association gave a concert on November 4, in the Sailors' Institute, and a most excellent pro-



gram was arranged and duly carried out to the great satisfaction of a large audience. The collector of the port, Mr. W. S. Weldon, presided, and Miss Carrie Fredericks, who acted as accompanist, opened the concert with

S.S. Casandra, and Shields of the S.S. Valasia. The concert was brought to a conclusion by Mr. Weldon, the collector, singing, and the thanks of Mr. Ritchie-Bell on behalf of the Institute and the sailors to the artists

sub-collector of Kingsgate, is vice-president, and W. H. Gates, collector of Fernie, is secretary-treasurer.

This association is affiliating with the British Columbia Customs Association.



AN INTERESTING CUSTOMS GROUP INCLUDING SEVERAL OF THE D. C. A. EXECUTIVE WHO TOOK A FOREMOST PART IN THE BATTLE OF CLASSIFICATION.

Left to right, sitting:—T. H. Burns, (secretary); Frank Kehoe.  
Left to right, standing:—B. C. McCann, R. Colvin, (president); M. F. Mogan, Chas. Irwin.

some spirited selections. Songs were rendered by Mrs. James Paton and Misses G. McAfee, K. Connor, Semple, and Gahn, and Messrs. T. Dean, R. Steward, William Weldon, and Leslie Weldon. Master Laidlaw recited. An exhibition of sword dancing by Master T. Flynn received a round of very-well-merited applause, as also did the dancing of the boys (Doran, Hefferman, and Jones) of St. Patrick's School. The sailors in port were represented by Seamen Kelly of the S.S. Corsican; Kerrigan of the

for their efforts, and to the Montreal Customs Association for providing one of the most enjoyable evenings at the Institute. The Sailors' Institute will benefit through the effort of the Customs Association to a considerable extent.

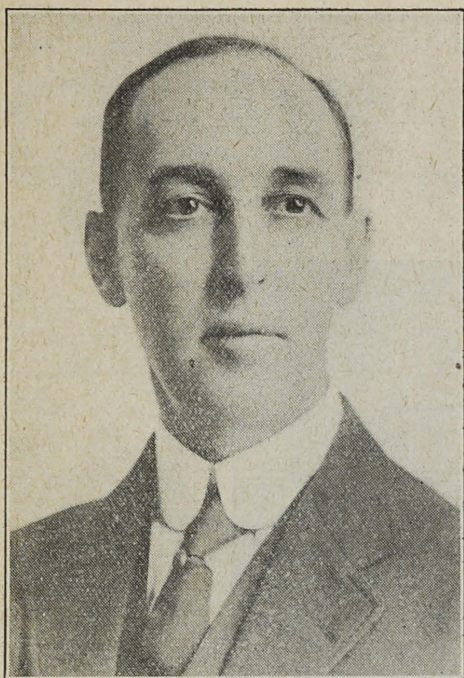
#### British Columbia

The East Kootenay Customs Association was formed last month comprising the officers of the Ports of Fernie and Cranbrook and out-ports. Mr. H. White, collector of Cranbrook, is president; Mr. A. J. Chisholm,

#### Mr. Harry Plummer

Another prominent citizen has passed away recently in the person of Mr. Harry Plummer, for many years collector of Customs for Sault Ste. Marie. He was born in Marytavy, Devonshire, England, on December 29, 1851, and was in his sixty-eighth year. He was appointed collector of customs in 1889, and held office up to the time of his death, although he had been confined to his bed for nearly a year. He first came to the Sault in 1870.





R. R. FARROW,

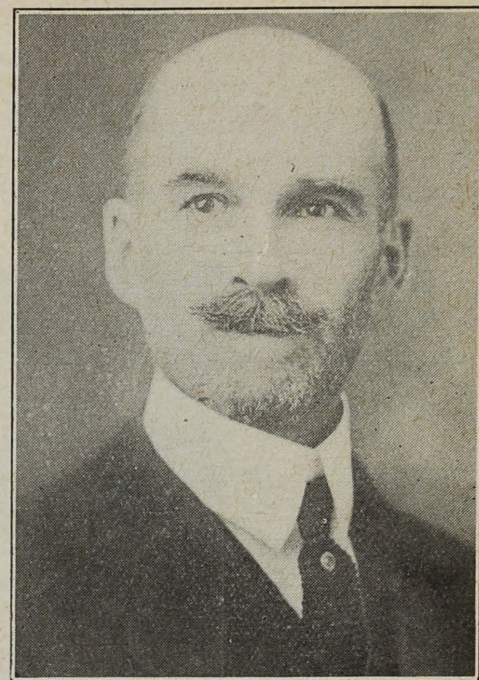
Commissioner of Customs and Deputy Minister of Inland Revenue.

Two good men are gone. The passing away of the collectors of Sault St. Marie and Hamilton is a loss to the respective communities and the Service at large. The vacancies thus created, under the new order, are to be filled by the qualified efficient officers, whom the Civil Service Commission may select. Fortunately in both cases the problem is simplified by the

fact that the right men are available, and it is hoped that prompt promotion of the candidates whose qualifications and length of service entitle them to the favorable consideration of the Commission will allay the doubts of those who hesitate in their belief that merit only is to count in promotions of our service.

An attempt is to be made, in connection with our coming presentation to the Board of Hearings and Appeals on Classification, to establish an intelligent budget of three grades of Customs officers, namely: higher, intermediate, and lower salaried men.

The average cost of living of the officers all over Canada, will be arrived at by careful compilation of the figures furnished by a committee selected for this purpose, and the result, it is expected, will enable a statement to be made, backed by authoritative figures, of the minimum salary that can be expected to permit a member of our service to live and raise a family. We have been depending too much of late on the alleged "index numbers" supplied by Government and other experts, obtained by methods of which we are in entire ignorance. By taking stock among our own members we expect to have a



G. W. TAYLOR,

Assistant Commissioner of Customs and Assistant Deputy Minister of Inland Revenue.

case which will stand closest investigation, greatly strengthening our requests when the time is ready for their presentation. Cooperation of the branch secretaries will be absolutely necessary, and the plan will be submitted to the branches early in the new year with other problems in connection with the presentation of our memorial on the amended classification.

## THE NEW ORDER IN THE U. S.

The National Federation of Federal Employees of the United States are presenting to the Republican National Committee the following programme of their organization,—

(1.) Protection of the right to organize for collective effort and for participation in control of the terms and conditions under which we work, this right to include affiliation with the American Federation of Labor. We protest especially against such legislation as that passed by the Senate on motion of Senator Myers of Montana prohibiting affiliation of government employees with the American Federation of Labor.

(2.) An enlarged Civil Service Commission, composed of representatives of the Department heads, of the employees and of the general public, with equal representation of men and women in each

group; this commission to be a central agency with power to deal with all questions of appointments, promotions, demotions, dismissals, and to function as an employment management department for the government.

(3.) Legislation guaranteeing to women equal opportunity and equal pay with men in the federal civil service.

(4.) Immediate enactment of the Sterling-Lehlbach Retirement law for civil service employees—in the interests of humanity and the efficiency of the service.

## THE PRIME MINISTER ON A "COURT OF APPEAL"

"But I should be prepared to go further and to say that in appropriate cases the servants of the country—

persons usually known as members of the Civil Service—might ask for and obtain a sort of appeal against the Government of the country by arbitration or some such method."

## WHITLEY COUNCILS IN BRITAIN

One of the many functions being performed by the Whitley Councils in the Homeland on behalf of the Civil Service is the appointment of special committees to consider the increase in the cost of living and its effect upon the salaries of civil servants and report to the Council.



# At the Sign of the Wooden Leg

Your  
Humble  
Serv<sup>t</sup>  
Silas  
Wegg

## Punch, Brother, Punch!

IT'S catching. The Civil Service has to yield to the spirit of the times. A while ago we were all insurgents, and the worst thing we could say about our dear brother was to call him a reactionary. We were all up in arms against constituted authority, ready to believe that, while the King could do no wrong, the Government could do nothing right. Whenever we heard of a new order-in-council we shuddered. There was the same sinking feeling at the pit of the stomach as we experience when we tear open the envelope that contains the grocer's monthly statement or a letter from our landlord when the lease is about up.

It is all different now. The patriots of yesterday are the bolshevists of to-day, and he who wishes to be known as a good citizen buys victory bonds, talks of law and order, and finds apologies for whatever decrees the Ministry is pleased to issue.

There are some, in fact, who pride themselves on their noble disinterestedness in approving measures not to their tastes or profit, being of the same class as those who voted four noes in a recent election, while proclaiming that "they liked a whiskey and soda as well as anybody," or voted four yeas while not letting their neighbors forget that "as for themselves they never took a drop from one year's end to the other." In this regard adults are more ridiculous than their juniors. Whoever heard of children forming societies for the more extensive use of castor oil?

But we must follow the swing of the pendulum—and, speaking of pen-

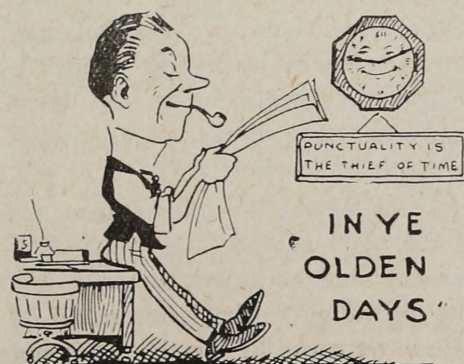
dulums, we naturally come to the question of the time clocks about to be installed in the public offices. Here is a case in point. There was a Brutus once who would have stirred the stones of Ottawa to mutiny and rage at the mere suggestion of the civil servants having to punch a clock. That was in our boisterous days of insurgency. Now we are tumbling over one another in our haste to assure the Government that we can not be happy without these clocks being set up, that unless we find one of them in our stocking this December "it won't seem like Christmas to us no-how." The children, so it seems, will not be cheated out of their castor oil.

Such being the state of affairs it is up to me to say a good word for these clocks also, but you will pardon me I am sure, knowing my weakness for the good old days, if I linger with the memories of those times when clerks were not so efficient as now and chiefs were less suspicious; when, if we did not "count time by heart-throbs," we were content to do a little dead reckoning by the sun of human fellowship, and, should the day be cloudy, one relied on the word of another as to the length of the luncheon hour and the time at which to close down and

go home. The Prussian was then unconquered. We spelt efficiency without a capital E. The canned and sugar-cured wisdom of the Great Middle West was not then drawn upon for guidance in dealing with our economic problems. What despicable creatures we were!

There was no standard make of clocks in those far-off days. All varieties, bearing the names of many different makers, each name, if rightly interpreted, an evidence of a change of administration, hung from their hooks in the offices and ante-rooms, for it would have been thought unseemly to have a clock in the corridor as if it was a spy set to watch one's movements and not an intimate friend to be consulted or, perchance, idly gazed upon, even as one old crony by the fireside looks upon the face of another and is happy in the fellowship. Time pieces existed then, not as a necessity but as an ornament, being much of the same order as a piano, which finds a place in every household, not because the family is musical but because "everyone has one these days."

Men carried repeaters and split-second watches in those days as now. Yet no one cared, except for the pride of the thing, to have his watch correct to within anything under fifteen minutes. "Somewhere about noon" was near enough an indication of the time to suit anyone but a railway conductor or an astronomer. Eddy's whistle served most of the purposes of a chronometer for nine-tenths of the population of Ottawa, and the time between whistles was arrived at





by various deductions from the state of one's stomach, the habits of one's neighbors, or, as a last resort, one's own time-piece.

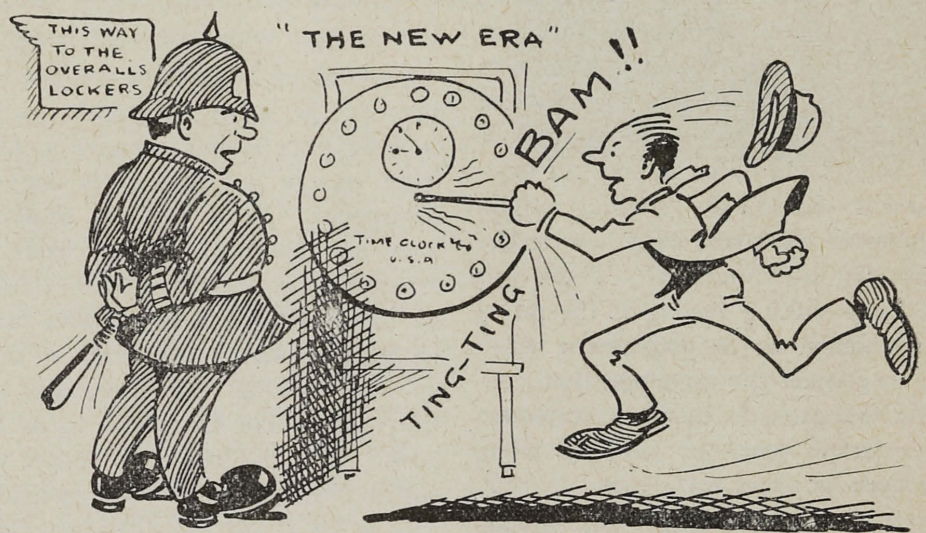
Office discipline was at a low ebb as a matter of course. Where men trusted one another as they did in the old days, you could not have anything but inefficient service. And yet—and yet—there were J. Lorn McDougall, J. M. Courtney, Col. White, John Fraser, W. G. Parmalee, W. D. Le Sueur, and others who did their work and trained successors to carry on under the fitful ticking of those old octagonal clocks. It looks as if there may be some other element beyond the "figures on a dial" to be reckoned with when making up an account of a man's services. But this is treason.

The Old Octagonal had its day and, having ticked out the lives of many worthy men, was succeeded by the electric clock, whose passing is now in its turn to take place. The coming of the electric clocks, controlled by a Grand Llama of a timepiece in some mysterious chamber at the Observatory, marked the end of individualism in the service and the advent of state socialism. "There is one God and Mohammed is his prophet." Even so there is but one Sun and the Observatory Clock is his vicegerent on earth. He that trusts to his own calculation of the Sun's place in the heavens, to his alarm clock beside his bed, to his wife's wrist-watch, or to what Central mumurs to him over the telephone in response to his "Time, please," does so to the peril of his future. This was the creed that the new clocks ticked out for us.

No longer could we plead that the clock above the book must be fast. No longer could a generous-souled chief, if conscientious, grant a ten minutes' grace on the book on the ground of some probable error in the time as shown by the office clock. He was bound inexorably by what It said. We could not cite precedents such as that of the mouse that ran up the clock and thereby caused it to strike one when it was

only twelve-forty. The new time-piece was infallible, fool-proof, and mouse-proof.

Thus began our years of bondage. The Attendance Book took on new terrors. The Clock was our master. No one drew the draperies of his couch about him and lay down to pleasant dreams, for he knew that while he slept that faultless chronometer at the Observatory ticked out its meticulously measured minutes, and the morrow would be as yesterday without chance of an error on the



part of that horologic prude. By the orthographical expedient known as elision an electric clock became an electric lock. One of the c's became forever silent. Like the Ancient Mariner, we were the first that ever burst into that silent "c".

One loophole was left open. We might be compelled to sign below the line but there was no necessity of being too accurate about the time we put down for our appearance at the office. So all late-comers arrived at one minute after nine. This last privilege, the right of a free Canadian to a harmless prevarication, is now to disappear. Thanks be to the spirit of Civil Service reform we are to tell the truth by machinery.

I think, if for no other reason, we should get behind the time-clock boosters, and endeavor to make this new institution workable on behalf of the sacred cause of Truth. Is it not

an inspiring thought to you, dear fellow worker in the vineyard, that the temptation to say you came at nine-one when you really arrived at nine-thirty is to be forever removed? Your soul is half-way on the road to salvation. Temperance Acts eliminate the temptation to commit sins of the flesh. The time-clock places one of the deadly sins of the spirit beyond your reach. You touch a button and immediately you become a truthful man, at one with the verities that control the Universe. The stars in

their courses fought against Sisera, but when you punch the clock in the morning you will know that the stars and the sun and the moon, through that piece of mechanism, are laboring together to make an honest man of you.

Of not less importance is the impetus that will be given to the cause of democracy. I take it that everyone who works for the Government, from office boy at twenty-five a month up, will perform his periodical punches. See them lined up for the morning ceremony — a deputy minister sandwiched between a junior stenographer and a messenger! Will anything else be desired to make the world safe for democracy? Furthermore the vain-glorious graduate of the business college who now signs his name with a flourish that encroaches on the line above and the line below his own, bestriding this narrow world like a



Colossus and making my modest "S. Wegg" look like one of those who were peeping around for dishonorable graves, will be reduced to Number 23, his record having no greater pretensions to glory than mine, unless he happens to come earlier.

For those who prefer practical benefits, money in the hand and all that sort of thing, there is this to be said for the time clocks, although I know that it is the very thing that makes it loathsome to our snobbish souls — we will be on a par then with the factory hands. Think of it, friends! We will be recognized at last as "hands" and that means the right

of striking and, perhaps, who knows, the same rate of pay as is now given to workers in a woollen factory. It may be that the introduction of these clocks is only a subtle way that a subtle government has of informing us that they no longer consider us as members of the sweated white-collar class, with the right only to such remuneration as is given the anaemic bank clerk and the consumptive book-keeper, but as real workers whose labors are worth something in the totting up of the year's profit and loss account of the community, and that they intend to pay us accordingly.

This punching of the clock in the

morning is not then so much an evidence of their suspicions as it is an earnest of their intentions towards us. It is a ritual to be observed before we can be admitted into the modern order of adequately paid laborers. So—

Punch, brother, punch! Punch with care!  
Punch in the presence of the messenjaire!  
I have a well-developed hunch  
That you can't get paid unless you punch.  
Punch in the morning, punch at eve;  
Punch when you enter, punch when you leave.

Do not forget when you go to lunch;  
Or to see the doctor, that you must punch.  
So, punch, brother, punch or you'll find, by heck,

A decided shortage in next month's cheque.

## Federated Association of Letter Carriers

### Adequate Salaries

The following letter was sent to all branches by the Secretary, Mr. A. McMordie:—

Hon. W. J. Roche, M.D., LL.D.,  
Chairman Civil Service Commission,  
Ottawa, Ont.

I have been instructed to again place before you the request of the Letter Carriers for an adequate salary to meet the ever-increasing cost of living.

P. C. 1743 July 11th, 1918.

- A. The Committee of the Privy Council in dealing with the Report of the Minister of Labor on industrial unrest, says that unrest is caused by the rapid advance in the necessities of life, that wages are alleged to be inadequate. Their advice to all employers of labor is that all workers, including common laborers, shall be entitled to a wage ample to enable them, with thrift, to maintain themselves and families in decency and comfort, and make reasonable provision for old age.
- B. Forced by economic pressure and conflicting economic interests, with the continued startling regularity of increases of cost of living from month to month, the present time efforts of governments to control the profiteers and bring some relief, have had no result whatever "except to have prices still go higher". Other employers of labor have recognized conditions, and made generous provision to alleviate the burdens they entail — yet the letter carrier has all things considered to remain the hardest worked and poorest paid man in the public service.
- C. The letter carriers in March 1919, made representations to the Government and the Commission that it required on that date a combined salary and bonus of \$1,740.00 to meet cost of living. Every effort has been made by letter carriers to have the Government adjust their salaries to conform to the cost of living, or give them an independent Board of Investigation and Conciliation. Having been denied a Board, and getting such a small measure of justice handed out from those who claim to be model employers, this memo. is the logical sequence of conditions that are at present unbearable.

D. The Labor Gazette for August 1919, states the value of 183 articles entering into cost of living of a family of five persons to be 1,772.09 — had they added the 20 per cent to miscellaneous group of expenditure the total would have been increased to \$1,837.45.

E. Dr. Royal Meeker, U. S. Commissioner of Labor statistics, in his evidence before the Joint Congressional Commission, compiled the family budget of five persons as follows:— Food, \$773.93; clothing — Man, \$121.16; woman, \$164.40; boy eleven years, \$96.60; girl five years, \$82.50; boy two years, \$47.00; total clothing, \$513.72. Housing, light and fuel, \$428.00. Miscellaneous, \$546.82. — A total of \$2,262.47.

### F. COMPARISONS 1909.

Letter Carriers salary	—Minimum \$626.00.	Maximum \$860.75
Toronto Fire Brigade	— " 450.00.	" 850.00
" Policeman	— " 700.00.	" 900.00

1919.

Letter Carriers salary	—Minimum \$626.00.	Maximum \$939.00
Bonus 1917, \$100.00; 1918, \$350.00; 1919, \$420.00. Total salary	\$1,359.00	
Toronto Fire Brigade — Minimum, \$1,054.00. Maximum, \$1,354.00. Bonus, \$156.00. Total salary	\$1,510.10	
Toronto Policeman — Minimum, \$1,250.00; Maximum, \$1,710.00;	1,710.00	

Note:—Toronto Police force are asking for a further increase. The Chief of Police has recommended a \$500.00 increase of salary for every man connected with the force.

- G. The U. S. A. Congress, October 1919, passed a further appropriation Bill, giving letter carriers and clerks drawing \$1,000.00, \$1,100.00, and \$1,200.00 a bonus of \$200.00, and carriers and clerks drawing \$1,300.00, \$1,400.00, \$1,500.00 and \$1,600.00 a bonus of \$150.00. Maximum salary, \$1,750.00.
- H. The United States Government has appointed a Joint Congressional Commission to visit the principal cities and enquire into salary and cost of living. The scale recommended to the Commission by the representatives of the letter carriers, provides for three grades: \$1,800.00 for the first year; \$2,100.00, second year, and \$2,400.00 for third year, and each year thereafter. We submit that every man who works is at least entitled to a living wage; that present salary paid letter carriers and other



related employees of the staff is not even adequate to a bare subsistence. We were informed by the Government that they had delegated their powers on cost of living to the Civil Service Commission. So far we have to express our disappointment with the findings of the experts, as well as the way the Government have treated our many appeals for a wage adequate to meet the present cost of living. The fact still remains that salary and bonus at their highest expression are totally inadequate.

- J. Ten years ago it was admitted in a measure that a letter carrier's duties and responsibilities were more or less of a higher class than the ordinary worker. The fact remains that the letter carrier's duties and responsibilities have been increasing from year to year, and as our economic system develops, will continue to increase; the duties are multiple, and comprise in part all the duties of the higher classified manipulative staff of the P. O., with in most cases much greater responsibility.
- K. We therefore submit that the qualifications, duties and responsibilities attached to the letter carrier constitutes a just and reasonable claim for compensation for work performed; that his classification be placed at a minimum salary of \$950.00, with annual increments of \$200.00 up to \$1,550.00, with an adequate bonus of \$250.00 to meet present cost of living; same to continue until such time as cost of living has decreased sufficiently to obliterate bonuses.
- L. The letter carrier is debarred from engaging in any other business pursuits, which places him at a disadvantage with men of other callings. He is exposed to all climatic conditions; the nature of the work reduces the years of his earning powers in comparison with most other employments; therefore the Government can afford to be neither niggardly with its patriotic employees nor penny wise and pound foolish in dealing with its greatest business institution.

Yours truly,

A. McMORDIE,  
Sec. to Executive.

### Ottawa lay-off

Temporary letter carriers to the number of twelve were laid off from the Ottawa post office on a week's notice on November 15. Three at least of these men were returned

soldiers, one had been in the employ of the post office for three years, another for 28 months. The spirit of the new Civil Service act will give these men the first vacancies at temporary work for other departments, and we are assured that the competent employees who were laid off will be offered work at the Christmas rush. A temporary employee of three years' service deserves somewhat of the consideration granted by the act to permanent employees but he cannot be expected to be around at home waiting for temporary work at Government pay to turn up.

### Ottawa Bowling Team

Under the leadership of T. A. Ledoux, who will act as captain, the Ottawa letter carriers have organized a bowling team.

### Trouble Brewing

Editors *The Civilian*,—

There is great dissatisfaction in Toronto amongst the letter carriers owing to the fact that the seniority system has become a tragic joke by the action of the Superintendent of Letter Carriers. He places his friends on walks which should go to senior men. Letter carriers have waited ten months for an answer from Ottawa regarding the removal of Mr. G. Humphreys, as he tries to assume the responsibility of superintendent, and he is the cause of much unrest. He is simply a clerk and has no right to the authority he usurps. Unless some action is taken soon there is going to be trouble in Toronto before many days.

"MUCH ANNOYED."

Toronto, Ont., November 20, 1919.

## Interpellation Column

Some day our questions shall be answered by those who have access to the facts; until then we will indicate something of what present day answers would be like.

### Returned and Jobless

Question: How many returned men are out of work? And how many of those who have jobs are working at something which is beneath them merely to keep body and soul together?

Answer: New Zealand conducted a census of its returned men and found out recently that out of the total of thirty thousand only 363 were out of work. If our proportion is as good there are only 4,725 returned men out of a job in Canada. We have

no means of knowing how many have had to accept almost anything in order to keep alive but we fear that the country would be surprised if the full facts were to be known.

### The High Cost of Loaning

Question: How much did it cost to market the loan which has just been floated?

Answer: The facts have not yet been published and they were only issued in incomplete form for the previous loan, but we were able to show in an editorial in the February number just how enormous the known expenses were.

We proved then the startling and regrettable fact that it cost Canada twenty-six and a half times as much to borrow money per dollar as it did Great Britain. Canada marketed her

loan for twenty-six and one-half thirty eighths of one per cent, Great Britain did it for one thirty-eighth of one per cent. We hoped the publication of this editorial, at a time when it could not effect adversely the subscriptions to the loan and sufficiently in advance of the next to make possible the necessary changes, would accomplish something. Maybe it did.

### How Progressive are We

Question: What steps would Canada have to take to be as progressive as Norway, for example?

Answers: Quoting from the *London Critic and Guide* we should say, "A little country like Norway is about a thousand years ahead of mighty Britania in about a thousand different things." Speaking for ourselves—we would add that we may be ahead of



"mighty Britannia" and that we might get busy and do it in less than a thousand years.

### CIVIL SERVICE ASSOCIATION OF BRITISH COLUMBIA

The Dominion of Canada Civil Servants' Association held a regular monthly meeting in the O'Brien Hall, on November 17, with the president, Mr. E. A. Burns, in the chair. There was a good attendance, and correspondence and general business occupied the main part of the evening.

The secretary was instructed to write to the Civil Service Commission, and ask that they give out instructions to the deputy ministers to the effect that the cost of living bonus cheques be paid to the staffs of the various departments promptly every month. It was pointed out that some departments received their cheques in a prompt manner, while other departments received theirs in a very irregular way. It was decided that this association will hold its first annual dinner on a date to be set later, and it was moved that a committee, with power to act, be appointed for that purpose. The following gentlemen were named as the committee: W. C. Taylor, A. T. Milner, Dr. Kenneth Chester. The executive was instructed to obtain information from the Civil Service Federation as to what action the Government is taking in regard to the classification bill becoming retroactive to April 1, 1919, and also the effect of the classification on the cost of living bonus. A number of letters were read in connection with the Dominion of Canada Assay Office in Vancouver. These letters referred to increases in salary and the classification and standing of the members of that office. The secretary stated that the subject of the Assay Office had been gone into very fully with the Department of Mines, and the Civil Service Commission, and that he had been assured that the claims of the staff would receive every consideration.

The regular monthly meeting of the association will be held in the O'Brien Hall, corner of Hastings and Homer streets, on the second Tuesday of every month, until further notice. The members are urgently requested to attend as many meetings as possible. The mailing address of the association is Post Office Box 322, Vancouver, B.C.

W. E. WARBURTON,  
Secretary-Treasurer.

### FEDERATED ASSN. LETTER CARRIERS, OTTAWA BRANCH

The regular meeting of Branch No. 3, Federated Association of Letter Carriers was held on Friday evening, Nov. 21, at 19 Elgin street. Among other very important business which was transacted was the election of officers for the year 1920, which resulted as follows: — President, J. E. Fauteux; vice-president, R. J. Leonard; treasurer, F. X. Berube; secretary, W. E. Palen; financial secretary, E. Chateauvert; assistant financial secretary, J. Brown; sergeant-at-arms, A. Leclerc; Allied Trades and Labor delegates, J. Brown, J. Yandon, C. Clark; sick committee, A. St. Amand, A. Leclerc; auditors, Mr. Bruyere, E. Chateauvert, O. Cousineau; delegates to letter carriers' convention at Peterboro, B. Doyle, W. E. Palen.

A considerable number of new officers are to be found on the new executive, such as the following: — Vice-president R. J. Leonard, Treasurer F. X. Berube, Financial Secretary E. Chateauvert, Assistant-Financial Secretary J. Brown, Allied Trades and Labor Delegate J. Yandon and Auditors Cousineau and Bruyere. After a hearty vote of thanks had been tendered the chairman and scrutineers, the meeting adjourned.

The Ottawa letter carriers have decided to publish a bilingual magazine monthly, to be called "The Postman."

### PUBLIC OWNERSHIP

Upon the precedents just established in Vancouver and Hull, an advertisement will be issued enquiring for the man who knows the least about railways, steamships and hotels, and he will be appointed chairman or president of the Board of Management of the greatest system of public utilities in the world.

### MERIT VIOLATED

Criticism of the appointment of A. B. Carey, a rank outsider, to the position of Collector of Customs at Vancouver has raised a storm of protest in that city. According to the Vancouver "Sun" the question was brought up at a meeting of the No. Vancouver Branch of the G.W.V.A. S. J. Crowe, M.P., who was present was told that returned men in the Customs were told when they went overseas that they would lose nothing. Mr. Crowe, as reported, stated: "that he had taken the matter up with Hon. Dr. Reid, but the Minister's attitude had not been at all satisfactory to him." He felt that a great injustice had been done and he told Dr. Reid that if Col. Worsnop was not capable of filling the position there were 50 returned in the Department who were acquainted with the work who could have been chosen.

### INCENTIVES IN THE PUBLIC SERVICE

The most powerful incentive that can be provided in any service, whether public or private, is the prospect of advancement in salary and promotion in position. A prize that means better economic conditions, a more comfortable home and greater opportunity for self-expression is always more attractive than a mark of distinction which is incapable of immediate translation into these primary requisites of human well-being.

### THE FARMERS AND LABOR

The harmonious co-operation of the farmers and the industrial workers of the cities is one of the most hopeful signs of the new political movement in Ontario. It shows a broad spirit on the part of both sections, an understanding of each other's point of view, and it shows a recognition of the fact that the securing of justice and better conditions for people of one occupation does not mean injustice or oppression for others.



## The Dollar Column

### Help Yourself



### Help Yourself

Last month we told you four ways of coining money. You have had a month to enjoy the revenue from three of these sources and it may interest you to know how much real money we gave you.

*Your coal bin.*—The average householder is believed by experts to waste approximately one-fourth of the fuel which he burns, either by allowing gases to pass off without burning or by allowing heat to go up the chimney unnecessarily or by waste of unburnt coal in ashes, etc. Let us suppose that you are twice as efficient as the average householder and that you were wasting one-eighth only of the ton you burn a month; your saving (if you profitted by last month's suggestion and cut out this waste) has already been \$1.50.

*Your shoes.*—If you wear out the soles of your boots fast enough to make it necessary to call in the service of a shoe-repairer once in six months, your saving (if you profitted by last month's suggestion) has already been one-sixth of the cost of half-soling, or \$.35, for each member of your family. Thirty-five cents for single people and \$1.75 for each family of five.

*Your winter apples.*—The order has not yet gone in.

*Your insurance.*—Let us suppose that you replaced a twenty-pay life policy in a standard company for a similar policy in the Canadian Government. You are now carrying double the amount of your previous

insurance and will continue to do so for a period of time that varies with the age of your old policy. If you were paying the premium on \$5,000 quarterly your saving from the cutting down of additional interest alone amounts to four per cent of the premium you were paying, say four per cent on \$125 (depends upon age and company), or \$5, which is a saving of \$.40 for the month.

Your saving in actual cost of insurance will also vary with age and company but yours will be an exceptional case if you are not saving \$10 a thousand on premiums, \$50 for the year, or \$.40 for the month.

**We told you how to save \$1.50 plus \$1.75 plus \$.40 plus \$4.16, or \$7.81 a month in a magazine costing you eight and one half cents! Did you do it?**

**We like to see round figures and we will send stamps to the value of nineteen cents to very civil servant who followed our advice.**

If you got a "Blizzard", painted your shoes, ordered a barrel of apples, and changed your insurance between the time of your receipt of the November *Civilian* and your receipt of this number, send us your name and address and we will send on the nineteen cents and bring the total to EIGHT DOLLARS.

For the coming month you can save not only the \$7.81 (No, the nineteen cents was for last month only) you saved or might have saved last month, but also the amount resulting from the cooperative buying of your winter apples; and in addition we present still another way of putting salt on the tail of the elusive fifty-cent dollar.

### Personal cleanliness

Possibly you have never thought of personal cleanliness in terms of dollars and cents, but it can be so regarded and since this is a dollar column we shall do so,—quoting our figures from Dr. Thomas Darlington, Commissioner of Health in New York. If you were running a furnace and were to neglect the removal of the ashes some morn-

ing, because you got up late, you couldn't expect the furnace to keep your house as warm as it should until you returned at noon. You are running a bodily furnace that clogs up with the ashes of waste in much the same way and neglect will affect your efficiency to a similar extent.

This is not theory, but cold facts. The loss in efficiency, due entirely to a single morning's carelessness over which few people waste a second thought, easily amounts, according to the figures submitted by Commissioner Darlington, to one third. In dollars and cents, if you are a three dollar-a-day man you are worth one dollar less to the Government for every day that you do not live up to the light you have.

Instead of showing you another way of saving a dollar for yourself we have attempted this month, to enable you to stop something that not only robs the dollar from your employer, but may leave you a legacy of ill-health.

### ORGANIZATION BRANCH

The members of the Organization Branch of the Civil Service Commission were asked for a copy of a group photograph for insertion on the cover. The answer given by the men who have been instrumental in classifying the Service presents clearly a point of view which civil servants should know.

They said: "The men who appear in that particular group could not as individuals have classified the Civil Service of Canada. They are the members for the time only of a particular and changing unit which is able to do its work solely because it can draw upon the resources of a large organization for records, experience, guidance, and advice. If anyone is to receive credit it is the organization and not the members of the staff who happen to be detailed for a particular purpose, in this case the classification of the Civil Service of Canada."

This point of view on the part of the employees of Arthur Young and Company must appeal to the employees of the Government, who draw similarly upon the Government in the prosecution of their work for the people of Canada.



## Civil Service Association of Ottawa

The present year of the association which began October the first is going to be a very critical one for the Civil Service. The principles of classification contained in Bill No. 18, which has been passed this session, although good in themselves, will have to be properly carried out in order to benefit the Service. If the application is not properly carried out the classification may even be temporarily harmful. Therefore is it necessary to have a strong and active association this year, in order to safeguard the interests of the members as much as possible.

### Increasing the dues

From a careful review in last month's *Civilian*, we think that the members will agree that the year has been begun with a set of very strong committees to look after the various affairs of the association. At the second executive meeting on Monday evening, November 3, the main item of business was the report of the constitution committee recommending the increase of the annual fee to one dollar. The executive, after careful consideration, approved the proposal, and decided to call a general meeting to pass the amendment. This meeting was held, Wednesday evening, November 12, and after hearing reasons for the necessity of an increase of fees, unanimously passed the amendment to the constitution increasing the annual fee to one dollar.

### Why an Increase in dues

Many members may wish to know some of the principal reasons, which we are glad to give as follows: (1) last year, despite the fact that we had a membership of over six thousand, the executive had to take a special collection of over two thousand dollars to pay the expenses incurred in securing the assistance of Mr. Jacobs on the bonus question; (2) the pay-

ment of half the rent of rooms at 91 Rideau street, the Federation paying the other half; (3) the increase in the amount and cost of printing necessary for ballots, circulars, etc.; (4) the increase in the per capita tax to the Civil Service Federation to twenty-five cents; (5) to have sufficient funds to carry on a cost of living survey of the service this year, in order to help with the bonus question, also in order to carry on many other necessary works.

It is to be hoped the Service will realize that it takes money to run an efficient association; and also that it needs the support and loyal co-operation of all, as well as money. The association therefore appeals to the members of the Service to join and do their share in looking after their common interests.

### Co-operative Committee

The co-operative committee are certainly doing their share to help in keeping down the high cost of living, through their purchase of seven carloads of potatoes, and of jam, tea, bacon, hams, and other things in large quantities. They are now handling their fourth militia list. The work is very heavy, and it will reward anyone to drop in to the rooms at 91 Rideau street, after office hours, and see the co-operative lists of goods that can be purchased.

### Civic Committee

The civic committee hope that all civil servants will support all the civil servant candidates in the coming municipal election, provided they are thought to represent the best interests of the Service and citizenship. There are questions continually coming before the City Council which are of immediate concern to civil servants.

In conclusion the publicity committee, who are giving this write up for

the association, will be pleased to receive any items of special interest to the Service. Items of news interest will appear in the weekly column published in the local press, while information of interest to the entire Service or of more permanent interest will appear in *The Civilian*. Address all items to Chairman of Publicity Committee, 91 Rideau street, Ottawa.

### A RESOLUTION

Whereas during the war the Government deemed it advisable in the public interest and for the more effective conduct of the war, that purchases on Government account should be subject to free competition and that for this purpose the War Purchasing Commission was instituted;

And whereas the Prime Minister on behalf of the Government has declared in favor of open competition instead of patronage in the purchasing of government supplies;

Therefore be it resolved that all public spirited citizens do place on record their approval of the Government's pronounced policy in this regard and recommend that the Government put into operation by law the principle of open competition in the purchasing of government supplies at the earliest possible opportunity.

### RECLASSIFICATION IN THE UNITED STATES

Representatives of the organized Government employees have been appointed by the Joint Congressional Commission on Reclassification of the Civil Service to serve on two advisory committees, namely on wages and employment policies. The commission is thus continuing its announced policy of seeking the cooperation of the workers in the execution of its program.

### A GOVERNMENT BLACKLIST

The only blacklist published against employees in Canada is that issued by the Canadian Government against the Western postal employees.



*Equal Pay  
for Equal  
Work*

## What Our Women Are Doing

*In Honor  
Preferring  
One Another*

### Two Masquerade Dances

The Women's Branch has announced its intention of giving a masquerade dance in the near future, the proceeds to be for the benefit of the Welfare Bureau.

On New Year's Eve the Halcyon Club will hold a dance for its members, proceeds to be devoted to the Day Nursery.

Details of both events will be published soon.

Miss Laura J. Mulvaugh of the Seed Branch of the Department of Agriculture went overseas in March



MISS LAURA J. MULVAUGH.

of 1918. She spent 9 months as nurse in the 2nd London General Hospital, Chelsea, London. She has lately taken up her office duties again.

### High Artistic Merit

The first musicale of the season was held at the Halcyon Club on the evening of Saturday, November 15. The program had been arranged by Mr. H. Puddicombe and the artists were students at the Ottawa Conservatory

of Music. Miss Irene Miller in her piano work brought out all the beauties of the Steinway Grand. Her technique was exceptional and in every way her performance was much finished. Miss Hinchcliffe sang several selections with excellent taste and in splendid voice. Miss Theresa Sauve delighted the audience with some sweet violin selections. Miss Walker and the musical committee are to be commended for arranging an evening which gave pleasure to over two hundred music lovers, and we hope they will carry out their plan of having a musicale at least once a month.

### Were you there?

The November meeting of the Women's Branch proved most interesting, but was not nearly so largely attended as it should have been. Besides the usual business three important resolutions were adopted, as follows:—

*Police matron.*—One brought in by the past president, Miss Tremblay, endorsed the action of the Local Council of Women in asking that a police matron should be appointed in Ottawa, and that the Branch should write direct to the Board of Control regarding the matter.

*Welfare Bureau.*—The second resolution pledged the support of the Branch in a material way to the Welfare Bureau. Mrs. Bryce Stewart presented the case of the Bureau in a most interesting way and her appeal met with the response it merited. While the Women's Branch have no friends to help in philanthropic matters it was decided that funds should be raised for this specific purpose.

*Women's Residential Club.*—The third resolution had to do with the Ottawa Women's Canadian Club's project to raise funds for a Women's

Residential Club in Ottawa. The Branch heartily endorsed the project and the secretary was instructed to write the directors of the Ottawa Women's Canadian Club to that effect; pledging the active support of the women of the service. The president of the club, Mrs. J. S. McLennan, was to have spoken on the subject, but an accident prevented her from being present, and one of the directors, Miss Inglis, was deputed to make her apologies and to give an outline of what the club might mean.

During the evening Miss Margaret Allen played some charming piano selections, as did also Master Harry Clements. Miss Jane McElroy and her social committee served delicious coffee and cake and the evening ended in a little dance.

### Miss Rayside given Degree

On November 11, at Toronto, the degree of Master of Household Science was conferred upon Miss Edith Rayside, Matron-in-chief of the Canadian Army Nursing Service. It is the first time in the history of the University of Toronto that a woman has received such an honor, and that it is merited has been justly proclaimed by her staff and by the nurses who served overseas.

Miss Rayside volunteered for overseas service in 1914 and served with distinction, being decorated by the King with the Royal Red Cross on February 5, 1917. She was recalled in 1917 to take over the new post of Matron-in-chief of the Canadian Army Nursing Service.

### Congratulations

It has been announced that at Christmas the Royal Bank of Canada will give its employees a bonus of twenty per cent of their salaries.



Personal  
Newsy  
Notes

## Mainly About People

What we  
all are  
doing

### E. E. Lemieux killed

Edmond E. Lemieux, superintendent of printing, stationery, and contingencies in the Department of Militia and Defence, met with death in tragic form on November 1. He had gone to Petawawa on a hunting trip and was being driven along a country road, riding on the seat of a farm wagon, when he was caught and thrown off by a slack telegraph wire that was hanging across the road. He struck the rear wheel of the wagon and was instantly killed.

Mr. Lemieux was fifty-six years of age and had been in the Civil Service since early manhood. He was a cheerful, obliging, painstaking, and efficient officer and very popular with all who came in contact with him in either business or social relationship. He leaves a widow, one son, R. E. Lemieux, of the same department, and two daughters.

### M. McD. Walters dead

The public service in Ottawa lost a long-prominent member when Harry McDonald Walters passed away, on November 8. Mr. Walters was fifty-six years of age and a native of Montreal. He came to Ottawa and entered the Civil Service twenty years ago. He took part in many activities and enterprises of the Service and its various organizations, giving special aid to every movement of literary, artistic, or dramatic character. His histrionic abilities were unquestionably great and his literary work was welcomed by many periodical publications. He frequently wrote on civil service topics, his volume of "Civil Service Jingles", and "Westblock", a story, being especially well-known. Mr. Walters leaves a widow and two daughters.

### Hamilton mourns

Adam Zimmerman, collector of Customs for the port of Hamilton, died in that city on November 21.

Mr. Zimmerman was sixty-seven years of age and a native of Harrisburg, Pa. He came to Canada in early life and built up successful mercantile and manufacturing businesses in Hamilton. He represented that city in parliament for a term and was appointed collector of the port in 1910. He was prominent in educational matters, in fraternal circles, and as an amateur sportsman and clubman.

His widow, two sons, and one daughter survive.

### One more V. A. D.

The summary of "Civil Servants Under Arms", published in the August issue of *The Civilian*, gave the number of women of the Service who served as nurses during the war as nineteen. From this list one name was inadvertently omitted, that of Miss Lou Charleson of the Department of Finance. The civil service nursing corps on active service thus numbered an even score. Two or three times as many of our girls would have been in the hospitals overseas had not the departments placed every obstacle in the way of their joining the military service.

### OBITUARY

LEMIEUX — At Petawawa, on November 1, Edmond E. Lemieux, of the Department of Militia and Defence, Ottawa, aged fifty-six years.

WALTERS — In Ottawa, on November 8, Harry McDonald Walters, of the Department of Public Works, aged fifty-five years.

KALEM — In Ottawa, on October 30, Feodore, wife Rev. H. T. Kalem and mother of Miss Dorothy Kalem, of the Department of Soldiers' Civil Re-establishment.

CAWDRON — In Ottawa, on November 1, Henry George Cawdron, father of A. J. Cawdron, acting Chief Commissioner of Police.

GORMAN — In Ottawa, on November 1, Jane Bauden, wife of Rev. J. F. Gorman and mother of Eric Gorman, of the Department of Labor.

COUTURE — In Hull, on November 12, Didier Couture, Sr., for thirty-five years an employee of the Department of Public Works.

TAYLOR — In Ottawa, on November 12, Esther Jane Davidson, wife of William Taylor, of the Post Office Department.

CREGAN — In Ottawa, on November 14, Patrick Cregan, of the Department of Mines, aged fifty-six years.

SMYTH — In Ottawa, on November 15, as result of accident, Mrs. Annie Smyth, of South March, mother of P. M. Smyth, of the Post Office Department.

GLIDDON — In Ottawa, on November 21, William Gliddon, in his eighty-seventh year; one of the original staff of the Department of Public Printing and Stationery.

DOOLEY — In Ottawa, on November 24, Michael Dooley, of the Post Office Department, aged twenty-five years. He was an "original" of the 2nd Battalion, C.E.F., and his death resulted from the five wounds and gassing which he suffered while overseas.

CAMPBELL — At Mackey Station, on November 14, Charles H. Campbell, of Portage-du-Fort, Que., father of Miss Estelle Campbell, of the Department of Militia and Defence.

ZIMMERMAN — In Hamilton, on November 21, Adam Zimmerman, collector of Customs, aged sixty-seven years.



**JAMIESON** — In Brockville, on November 15, Crawford Jamieson, formerly of the Department of Inland Revenue, Toronto, aged seventy-six years.

**GRAFTON** — In Ottawa, on November 26, Ella May Smith, wife of E. H. Grafton.

**CONLEY** — In Winnipeg, on November 26, Thomas Conley, aged seventy-eight years, father of George Conley of the Department of Indian Affairs, Ottawa.

**ROGERS** — In Ottawa, on November 26, George H. Rogers, brother of Lieut.-Col. S. Maynard Rogers, superintendent of Jasper Park.

**LAWLESS** — At Hudson Heights, on November 27, Edith McDougall Lawless, of the Department of the Interior, Ottawa; formerly of Brockville.

### PERSONAL

Marjorie Berridge, daughter of the late William Wilfrid Campbell and Mrs. Campbell, was married in New York, on October 21, to Lieut. Leslie Fleming, C.E.F.

Arthur Felix McEachern, of the Department of Customs, was married on October 29 to Mona Chambres, of Crewe, England.

Colonel Ernest W. Hubbell, D.L.S., C.E., Chief Inspector of Surveys, Department of the Interior, was married on November 5 to Mrs. Madge H. McDonagh, of Albany, N.Y.

Charles A. Cooke, of the Department of Indian Affairs, was married on November 17 to Minnie Florence Day.

Lieut.-Col. G. W. MacLeod, D.S.O. and Bar, of Edmonton, formerly connected with the Topographical Surveys, has been appointed superintendent under the Soldiers' Settlement Board for Northern Alberta. He succeeds Major F. W. W. Fane who was also a civil service soldier who went to the front very early in the war.

Dr. W. H. Rankin has been placed in charge of the Field Laboratory of Plant Pathology at St. Catherines,

Ontario. Doctor Rankin comes to the Canadian Civil Service from the New York State College of Agriculture at Cornell University in which he was an assistant professor.

William Kearns, a chief clerk in the office of the Auditor General at Ottawa, has recently been promoted to the position of Assistant Auditor General. This is a signal instance of the presence of a merit policy in the Service. Mr. Kearns was appointed to the Halifax post office in 1883, and became third class clerk in the Auditor General's office in 1887. He has been promoted successively to second class clerk in 1889, to first class clerk in 1896, to 1B in 1904, to 1A in 1912, and to Assistant Auditor General in 1919.

### CLASSIFICATION DATED BACK

#### Text of the order-in-council

The Committee of the Privy Council have had before them a memorandum, dated 21st November, 1919, from the Minister of Justice, reporting upon reference to him of certain memoranda prepared in the Post Office Department with regard to the application of the new classification schedules to the Civil Service, that in his view the effect of section 13 of the Civil Service Amendment Act, 1919, as amended in the Senate and adopted by the House of Commons, is that the classification thereby ratified and confirmed will not become effective with regard to persons in the Civil Service at the time of the coming into force of the Act until the 1st of April next, except such persons as may have been or are appointed or promoted to any position in the Civil Service after the 1st day of April last, and that the class of persons included in this exception are entitled to be classified and paid in accordance with the provisions of the said classification from the date of their appointment or promotion.

The Minister observes that the effect is, therefore, that persons appointed or promoted after the 1st of April last are given preferential treatment over those appointed or promoted on or previous to that date.

The Minister is unable to perceive any sound basis for this distinction as it appears to him that if the classification is to relate back to the date of appointment or promotion on or after the 2nd April last it should contain not less favorable provision

with regard to persons who were in the Service previous to that date.

Moreover, it seems to him that in view of certain assurances which were given in the House of Commons and in correspondence passing between the Civil Service Commission and the several departments of Government there was some justification for the assumption which appears to have existed in the Civil Service that the classification schedules when ratified would become operative as of the 1st April, 1919, and further it is to be observed that the Honorable Mr. Maclean at the special session of Parliament recently prorogued, made the statement that this matter would in the recess receive due consideration by the Government.

In view of this situation the Minister entertains the view that the Government should take such action as lies within its power to provide a remedy.

The Minister, therefore, recommends that the Government do undertake to submit such legislation and to ask for such appropriations at the next session of Parliament as will provide for the application of said classification schedules to the Civil Service generally as of the 1st April, 1919.

The committee concur in the foregoing recommendation and submit the same for approval.

RODOLPHE BOUDREAU,  
Clerk of the Privy Council.

### ADVERTISING

Advertising is telling who you are, where you are, and what you have to offer the world in the way of service or commodity. If nobody knows who you are, or what you have to offer, you do no business, and the world is the loser through giving you absent treatment.

Life is too short, for the consumer to employ detectives to ferret out merchants who have the necessities of life to sell.

People who want to buy things do not catch the seller, chloroform him, and cram the orders into his pockets.

Parties who want milk should not seat themselves on a stool in the middle of a field, in hope that the cow will back up to them.

This would be as vain as for a man to step out of his office on Broadway and shoot into the air in the hope of firing into a flock of ducks that might be flying over.

Advertising is the proper education of the public as to where the thing can be found, and therefore it is a necessity.

—Elbert Hubbard in *The American Bible*.



## Commission Orders and Decisions

The following lists of appointments, promotions and transfers, for the period, Oct. 18 to Nov. 22, have been furnished by the Civil Service Commission:—

### Appointments

*Agriculture*.—D. S. MacLean, W. J. Hall, G. S. Walsh, lay inspectors; Miss D. Wright, Cent. Exp. Farm.

*External*.—Miss G. Bearman, Ottawa.

*Immigration*.—J. W. Mumby, Bridgeburg; Miss M. Glavey, Ottawa.

*Insurance*.—Miss Ina Leech, Ottawa.

*Interior*.—R. L. Casselman (R.S.) Accounts Branch; Mary E. Starrs, Land Patents Branch; F. C. Weskett (R.S.) Natural Res. Intelligence Branch; G. H. Allery (R.S.) Revenue Branch; Gladys O. Thorburn, Ottawa; J. M. Christie (R.S.) Jasper Park; N. C. Webster (R.S.) Montreal; J. W. Gladstone (R.S.) Waterton Lakes Park, Alta.; Florence Stephens, Topographical Surveys; Ada F. Johnson, Dominion Lands Br.; Luisa M. Logan, Dominion Lands Br.

*Justice*.—A. Lefebvre, W. Bertrand, St. Vincent de Paul Pen.

*Marine*.—S. Brisbois, lightkeeper, Ste. Anne de Bellevue; P. Leblanc, lightkeeper at Cheticamp, N.S.; Rita L. Brophy, Accountant's Br.; John Ceretto, wharfinger, Cape Auget, N.S.; A. Vaughan, Sioux Lookout, Ont.

*Naval*.—Miss E. Rolston, J. J. Lamb, Ottawa; W. Low, Esquimalt Dockyard.

*Public Works*.—A. Blair, P. Stuart, Toronto; Leah Craig, Edmonton.

*Post Office*.—The following 3rd Class Clerks, Grade B, Winnipeg, 100 of whom are R.S.—R. D. Good, K. G. Duff, J. T. Muir, C. W. Batton, J. Todhunter, R. T. Wilson, A. Olson, H. Botel, E. Binns, W. C. Pearce, F. C. Holyoak, D. V. Montgomery, W. Hart, C. M. McIntyre, J. A. Lance, J. H. Mobberley, F. W. Edwards, W. Mitchell, W. J. Browning, R. J. Cardinal, R. W. Blackmore, C. St. E. Evenden, W. H. Evans, C. H. Kemp, J. Noble, E. H. Telford, J. H. Dyer,

R. Underwood, D. A. Gasper, L. D. Rankin, W. J. Boyd, A. Barr, R. B. Dalglish, F. H. Campbell, H. G. Ray, G. K. McNaught, H. E. Clarke, A. Harvey, R. J. Kirkpatrick, A. Cooper, J. Nicholson, G. A. Lemon, E. J. Scott, B. Mackey (R.S.), W. E. Matthews, Stephen McDougall, A. J. Ewing, A. M. Carman, A. D. Cressey, W. V. Parr, A. C. Sieberg, G. Oliver, N. L. Edwardson, C. E. Hand, H. E. Wotton, F. E. Wager, H. A. McLean, P. Edkins, A. Lawton, G. W. Hughes, A. F. Sutherland, D. B. Sullivan, E. C. Hansman, J. Selkirk, W. Hunter, A. L. Mellon, E. Park, A. R. McKay, A. J. Kennedy, T. M. Downing, H. S. Josie, F. E. Sterland, B. Herman, A. C. Birch, G. R. Huntingdon, D. Hyslop, D. M. Anderson, H. E. Taylor, G. C. Hooper, W. M. Nartley, P. H. Elverd, J. C. Brennan, A. Smith, S. Lyons, R. C. Wilson, R. J. McCourt, E. F. Daniel, G. A. Cookman, W. J. Banks, W. M. Mitchell, H. F. Agnew, T. James, I. B. Barber, A. G. Dickinson, D. L. Brown, S. Coleman, W. C. M. Harrison, J. M. Cochrane, W. F. Bullis, R. H. Ball, E. Askew, W. H. McManus, M. B. Duncan, T. K. Clark, J. Lothian, W. Mathers, H. Lear, F. Cooper, A. F. Robinson, S. Cockburn, W. Buzza, R. Harley, A. L. Corbett, T. Gibson, H. A. Black, C. M. Metcalfe, W. Devane, J. K. Hardy, A. E. W. Sims, G. McD. Purdie, W. G. Cleverly, C. E. Pentz, G. F. Butler, R. McN. Fraser, Miss E. A. Hopkinson, E. S. Regelous, W. Gibbons, H. Aylward, L. Harrison.

The following Letter carriers, Grade A,—Winnipeg, 97 of whom are R.S.—J. A. Munro, H. Firth, F. F. Campbell, E. Merrick, W. A. Scott, J. Ryan, W. H. Keen, D. Lowden, W. R. Pollock, J. Hansen, T. Campbell, G. W. Surch, A. H. Shellard, C. Pratt, A. E. Fayers, P. Cooper, R. Henderson, C. Dixon, R. Thomas, E. S. Glinz, J. W. McLeod, W. H. Anderson, G. R. Lang, C. Baker, J. W. Garrett, J. S. Fraser, D. J. McCarthy, W. Church, F. J. Barwick, J. Helme, G. Bamiling, J. H. Ridout, A. Drummond, G. E. Lewis, F. Stinton, J. Dunn, S. H. McElwain, J. C. McCreary, H. W. Pink, E. B. Tait, V. Handley, A. J. Anderson, B. Brennan, H. A. Horne, R. R.

Irwin, G. A. Knight, L. Turner, W. Wright, J. Purchase, A. G. Welch, H. H. Wilson, W. Dewar, W. B. McCulloch, D. Comberbach, T. Pryde, S. Farr, R. G. Campbell, W. Brightman, H. E. Knight, G. E. Fitzpatrick, H. Evers, W. J. Shelton, R. K. Emery, H. E. Fairbairn, J. A. Peters, P. W. E. Hensley, J. M. Steele, N. B. Stokes, F. W. Taylor, E. A. Talbot, J. A. Davidson, H. Pollitt, J. Dowell, H. Pringle, J. D. Kerr, S. Ashton, A. G. Butler, W. Westwood, S. Dallas, G. J. Goslin, W. D. Henderson, H. W. Houlden, D. Toal, W. J. Wilson, J. Redmond, G. Roberts, J. Roberts, J. Reeves, A. Anderson, A. A. Messenger, A. H. Hulbert, J. F. Adlington, R. Patterson, A. J. Blackman, J. F. Anderson, J. E. Mills, C. Douglas, G. Mackintosh, W. Kinniburgh, G. Miewlejohn, W. C. Trimble, H. Lawrie, J. Thomas, J. M. Hitherington, J. Milne, W. Marshall, G. Stancliffe, G. O'Brien, W. Milray, E. W. Moorley, L. Plenty, F. X. Courteau, W. J. Marshall, J. Falconer, J. Brady, G. Hadden, F. T. Strongman, E. Mills, W. Purvis, H. Francis, J. McNaughton.

The following Mail Transfer Agents—Winnipeg, 10 of whom are R.S.—P. McGregor, G. Robertson, J. W. Carpenter, R. Orchard, B. Peterson, H. E. Holyoak, E. Thorbergsson, J. A. Jakobsson, J. Simpson, A. Crossley, H. F. Varder, J. Forstall, A. H. Stanyon, J. Whiteside, W. Greene.

The following 3rd Class Clerks,—Grade B—Saskatoon, 7 of whom are R.S.—H. Potter, W. D. Rogers, P. J. Torbet, J. W. Sinclair, B. H. Shaw, H. Ayre, W. Dewar, W. B. McCulloch, D. Comberbach, T. Pryde, S. Farr.

The following at Toronto.—W. J. McDonald, W. Churley, F. Saxon, G. R. Beeby, J. E. Dawson, porters; A. C. Smith, H. W. Shields, R. Sowerby, G. A. Braithwaite, W. M. Tait, C. G. Field, letter carriers; W. H. Green, A. M. Sloan, clerks; J. J. Burgess, mail trans. agts.; A. Maxey, clerk, Edmonton; L. B. Smellie, letter carrier, Galt; R. A. Wickham, L. E. Wier, Ry. M. C., Halifax; C. C. Godson, clerk, Victoria; A. Steds, clk., Guelph; F. N. McCann, F. Wells, l. c., Hamilton; H. T. Chowen, W. McCausland, clks., London; F. P. Kelly, clk., Vancouver; W. Daniels, l. c., Brantford; G. L. Bate, l. c., Lindsay; H. A. Oliver, clk., New Westminster; W. C. Disbrey, clk., Regina; F. H. Barton, l. c., Fredericton; W. H. Ross,



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l. c., S. S. Marie; A. McLeod, Ry. M. C., Moose Jaw; E. C. Gilchrist, H. H. Freeman, clerk, Kingston; C. E. Steward, mail trans. agt., Saskatoon; A. A. Scott, Ry. M. C., B. A. McCarthy, clk., St. John; Miss T. H. Broom, Accts. Bch., Miss L. M. Roe, H. A. Wetmore, Staff Bch., O. E. Allen, Ry. M. C., Ottawa.

*Trade and Commerce.*—A. McNulty, A. Mabee, R. Perry, Bur. of Statistics; B. M. Dalglish, Mailing Bch.

### Promotions

*Customs.*—J. R. A. Senecal, to senior clerk, Montreal.

*Justice.*—H. G. V. Smith, to inspector of Penitentiaries H. C. Fatt, to insp. Penitentiaries; J. S. McPherson, to chief keeper, Kingston.

*Post Office.*—The following letter carriers at Woodstock.—H. Robottom, E. Taylor, H. M. Willacy, C. H. Russell, T. Young, W. H. Allott, B. Smithers, to B.

The following letter carriers as indicated.—O. S. Fischer, Kitchener, to C.; J. S. Jackson, W. T. Jeffery and J. J. Cook, Peterboro, to C.; T. V. Boyd, Galt, to B.; G. M. Kerry, Ft. William, to B.; R. Farley, St. Thomas, to D.; P. Atherton to B, W. H. Purcer to D., St. Catharines.

The following letter carriers at Toronto.—J. W. Goldthorp, to E.; S. Mathers, C. N. Farrow, to D.; W. S. McIvor, W. Crawford, W. Kilpatrick, J. Hyde, C. H. Carter, to C.

The following porters at Toronto.—R. I. Egleson, to E.; W. J. Spence, R. R. Courtenay, J. D. Stollery, R. Kidney, J. J. Woods, to D.; T. H. Wardle, A. E. Ward, J. Duckworth, F. B. Holmes, F. J. Brady, J. A. Marvyn, H. E. Piper, T. A. Stephenson, to C.

The following letter carriers at London.—J. E. Stafford, to D.; J. C. Watt, H. Hunt, to C.; T. Saberi, H. T. Smily, W. J. Hynd, J. C. Hiney, J. Maycock, to B.

The following mail transfer agents.—W. Laws and G. Stewart, to D., Calgary; A. E. Dickson, to D., J. Burchill, W. J. May, to B.; W. Lemieux, W. Dessein, to D., Montreal; R. J. Hozack, to E., W. B. Smith, to C., Toronto; A. G. H. Low, to Asst. Insp., Ottawa; G. R. Fox, to D. Toronto; H. Hargreaves, Vancouver, to Act. Postmaster, Calgary.

### Transfers

J. F. C. Mauder from Dept. Interior to Bd. Pension Com.

*Department of Health.*—Albert Teskey Allen, from clerk in the Department of Trade and Commerce to clerk in the Department of Health, Subdivision "A" of the 2nd Division, salary \$1,800 per annum.

*Marine Department.*—Joseph Hall, from lightkeeper of Holland Island Lightstation, B.C., to keeper of the Light and Fog Alarm Station at Barrett Ledge, B.C. John M. Campbell, from superintendent of St. Paul Island to superintendent of Sable Island.

*Department of Mines.*—Dr. A. E. McIntyre, from chemist at the Dominion Arsenal at Lindsay, Department of Militia and Defence, to the position of chief chemist in the Explosives Division of the Department of Mines, April 30, 1919.

### Successful Candidates

For the position of Superintendent of Flying Operations for the Air Board, at an initial salary of \$4,500 per annum, Lt.-Col. R. Lackie (R.S.).

For the position of Superintendent of the Certificates Branch for the Air Board, at an initial salary of \$3,600 per annum, Lt.-Col. J. S. Scott, Quebec (R.S.).

For the position of Secretary, for the Air Board, at an initial salary of \$3,000 per annum, Major A. M. Shook (R.S.).

For the position of Medical Officer for the Air Board, at an initial salary of \$2,400 per annum, Capt. F. R. Smith (R.S.).

For the position of Senior Supervisor of Cow Testing, Department of Agriculture, at an initial salary of \$1,800 per annum, A. H. White, Sardis (R.S.).

For the position of Junior Engineer for the Welland Canal Construction Staff, Department of Railways and Canals, at an initial salary of \$1,680 per annum, L. D. Walker (R.S.).

For the position of Male Senior Stores Clerk, for the Exhibits and Publicity Bureau, Department of Trade and Commerce, at an initial salary of \$1,320 per annum, C. H. MacKinnon (R.S.).

## IMPORTANT NOTICE

It has been found necessary, owing to the increased cost of printing, paper, etc., and the difficulty in collecting back dues, to have all subscriptions paid in advance. If this is not done the paper will have to be cancelled. Kindly send us your subscription so that you may receive the next issue. Look at your label which tells the month and year to which your subscription is paid.

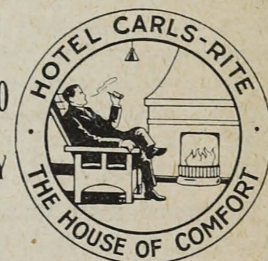
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"NO PROMOTIONS"



# The Civil Service in the House

While the extra session of parliament called on September 1, 1919, was short, it was for civil servants important owing to the fact that it included the passage of the long-expected and often-delayed act to amend the civil service act of 1918 and to give effect to the new classification. The new act followed substantially the lines of the measure introduced the session previous, but differed radically from the latter in providing that the classification should date from April 1, 1920, instead of from April 1, 1919, as in the previous measure. Apart from the passage of this act and an act having to do with salaries of a few postmasters and assistant postmasters there was not much in the way of legislation or action directly affecting civil servants. Here and there throughout the debates, however, references to the Service occasionally came up and these have been noted wherever they have been of sufficient importance.

On September 16 Hon. Mr. Doherty in a general discussion on the question of gratuities to returned soldiers referred to a return from the Civil Service Commission which showed that some 16,000 returned men had been placed in public employment and that many of the positions were important ones. Dr. Michael Clark on the same day pointed out that there were many civilians who held positions in the Service both of the Federal and Provincial governments who were obliged to step down, and who had in many instances gladly stepped down, in order that returned soldiers should take their places, and that in many instances these had been girls who had done their bit in the war. He thought those civil servants who had been deprived of their occupation and income would be entitled to ask for relief.

## Returned men in the Service

On September 18, Hon. Mr. Rowell, upon the second reading of the Department of Soldiers' Civil Re-establishment Amendment Act, gave some information in regard to what had been done in the way of giving returned soldiers employment in the civil service. According to figures furnished by the Commission for the six months ending August 31, 1919, 7,823 returned soldiers had submitted themselves for examination for temporary appointment and 1,970 for permanent, a total of 9,793. Of these 6,277 passed for temporary employment and 758 for permanent employment; 72 per cent were successful in passing. During this period the Civil Service Commission had appointed to positions in the Service 5,320 returned soldiers and these, with the num-

ber who had secured employment with the Department of Soldiers' Civil Re-establishment, 3,000, made a total of 8,320 in the Service. Mr. Rowell also pointed out that approximately 5,000 civil servants had enlisted and 477 or thereabouts fell in action or died of disease. Of the remainder every man who had been permanently employed and who was capable of resuming his position in the Service had been restored to his position if he cared to have it.

## Unnecessary officials

On the same day, Mr. Ross, speaking on the same subject, quoted the returned soldiers as saying that if the Government "would only make the necessary changes in the public service" they would have sufficient funds in hand to meet the just demands of the soldiers, that millions of dollars could be saved in connection with the manning of the departments of Soldiers' Civil Re-establishment and Militia and Defence, and that there were in these departments thousands of unnecessary officials who were drawing excessive salaries. He instanced a press report to the effect that 200 women had been dismissed from the Separation Allowance and Assigned Pay Branch and had been absorbed by the Department of Soldiers' Civil Re-establishment; and stated that if this were so it confirmed the argument of the returned soldiers.

## No Academic examinations

On September 29, Mr. Fripp proposed a resolution providing, amongst other things, that returned soldiers "should be appointed to all positions in the outside and inside civil service of Canada, if possessed of the necessary qualifications, without passing any academic examinations and in priority to all other applicants." In that part of his remarks relating to the foregoing, Mr. Fripp stated that returned men should receive back the positions which they previously had. He said that from correspondence he had received this apparently had not been done. He thought that men who had not volunteered should be deprived of their positions in favor of men who had gone overseas. Mr. Fripp had a good deal of criticism for "absurd" questions in examinations for the lower grades of the Service. He thought that any returned soldier who, as the result of an oral examination, could show that he had enough common sense to perform the work of the lower grades should get the position without having to write any examination. On motion of Hon. Mr. Doherty the matter was referred to the committee dealing with Soldiers' Civil Re-establishment. Mr. R. L.

Richardson moved for all correspondence relating to the dismissal of an employee of the Customs and Immigration Department and in a characteristically long speech related the circumstances and attributed the dismissal to wire pulling.

## Bill No. 18

On September 29, also, Hon. Mr. Maclean introduced Bill No. 18, to provide for amendments to the Civil Service Act and to put into effect the classification. He made a brief explanation, pointing out that since the classification was presented to the House last session some amendments had been made and that as it now stood it would be more readily understood.

Mr. McKenzie believed that the bill had been submitted to a committee and wanted to know whether as a result the bill or the classification had been improved in a way to make it satisfactory to the civil service; if so, he thought this would be a victory for the "national policy, so to speak." He believed that the bill as submitted last session, was unworkable; that "gentlemen who were imported into this country from the United States who called themselves experts, and to whom a very large amount of money had been paid" had "produced a piece of machinery so complicated and so far beyond the comprehension of the Government and the officials of the various departments that the thing was entirely unworkable, and some ordinary minds had to go to work on it with a view to providing machinery that an ordinary government could understand."

## Enlarged Commission

Mr. Currie brought up the question of the enlargement of the Civil Service Commission and Mr. Maclean pointed out that the bill as brought in last year provided for this, but that the Government had felt there was no good ground for increasing the personnel with a consequent increase in expenditure. Mr. Maclean stated that strong representations had been made in favor of the appointment of a returned man to the Commission, but that since 95 per cent of those being appointed were returned men it would seem as if their interests were already well protected.

## The classification

On October 2 the bill came up for second reading and on that occasion Mr. Maclean went into the principle of the bill. This was dealt with when the bill came up last year and need not be repeated here. Mr. Maclean stated there had been an amended classification and pointed out that a work of the kind was bound to contain errors.



He referred to the work of the Board of Hearing under the chairmanship of Commissioner Jameson. He believed there had been some criticism of the classification on the part of the civil service, but did not think it should be condemned because some members of the Service were opposed to it. He felt safe in saying, on behalf of the civil service, that 99 per cent of them wanted the classification. He advised the House either to accept the classification as it now stood or to refer it to a committee. He pointed out that the bill contained a provision that the Civil Service Commission could amend the classification and that the classification was inoperative unless parliament voted the money to pay salaries under it. Referring to criticism of the employment of the United States firm he stated it was not possible to get in Canada "a single person who had the slightest experience in the classification of a civil service," and he commended the judgment of the Commission in getting the best and most experienced men. Mr. Maclean read to the House a statement giving the essential parts of the report which had accompanied the classification and pointed out how the classification would remedy many existing anomalous situations.

### Classification and Bonus

He stated the new bill provided for the classification coming into effect on April 1, 1920, instead of April 1, 1919, as in the act introduced last session, and pointed out that since that time a special bonus had been granted which would continue until the end of the fiscal year. Mr. Manion asked if the bonus applied to all and Mr. Maclean admitted that there were some exceptions. There was some considerable discussion on various sections of the bill but as the measure is now law and members of the Service will have knowledge of the Act's provisions it is not necessary to present in the brief space of an article of this kind much of the general discussion. Mr. Maclean later stated "it would be obviously improper in most cases at least to give an employee a bonus and then perhaps a further substantial addition."

### Service Commissioner

Mr. Chabot wanted to know if the civil service either through its Federation or other channel had sought to have one of its members added to the Commission and Mr. Maclean stated it had. Mr. Hocken had a few hard words to say about the old classification and doubted if the Civil Service Commission had given consideration to the classification as presented at the last session, else why had they not checked up errors such as had appeared in the description of the duties of the clerk of

the Privy Council? He thought the salaries of translators were low and wanted to know under what authority the Commission had spent \$100,000 on the classification.

### Provincial Secretaries

Mr. Lemieux revived the question of appointing a woman on the Commission but Mr. Hocken was not prepared to approve of this. Mr. Keefer wanted to know if Mr. Hocken thought labor should be represented on the Commission, but Mr. Hocken thought that if any further representation on the Commission was necessary other than by a returned soldier it should be a member of the Service. He thought a plan which had been suggested before, namely the appointment of assistant secretaries in various provinces, should be carried out and Mr. Maclean stated he had this under consideration and that the Civil Service Commission had power to appoint assistant secretaries and he believed it was their intention to do so.

Mr. Sheard, while approving generally of the bill, thought the classification was defective in the way it attempted to standardize professions. He thought there should be a woman on the Commission, also a returned man. Mr. Manion also supported the idea of a returned man on the Commission; and suggested that there was a tendency in the classification to minimize the importance of educational attainments.

### Outside Service

Mr. Hocken did not believe in the outside service being under the bill.

Mr. Edwards was also opposed to the principle of extending the bill to the outside service. He entirely disagreed with the idea of appointing a member of the civil service on the Commission, but was strong for the appointment of a returned soldier. Mr. McGibbon was of the opinion that the bill was not wanted either by the members of the House or by the country at large; he thought it would be well to have a returned soldier on the Commission. Hon. Mr. Crothers was opposed to the Civil Service Commission; he thought the best men in the Service had been appointed under the old system of recommendation by responsible ministers and members. Mr. Burnham was not in favor of putting the outside service under the Commission and thought a woman should be on the Commission. Mr. Thomas Foster thought it would be well to withdraw the bill and give members an opportunity of studying the new classification.

### Conditions in the Service

Mr. Michael Steele supported the bill; he referred to the report of the committee of which he was chairman and to the loss

of time by civil servants and consequent expense to the country. Mr. Boyce thought there should be a soldier on the Commission and referred to the inadequacy of salaries of rural mail carriers. Mr. W. F. Maclean believed in the bill and referred to the example of Great Britain "where they have depoliticalized their civil service." He thought government departments should have modern offices "large rooms with plenty of light and every member of the Service there under the eye of the chief." Mr. McCrea said one of the causes of industrial unrest in the country "in the farming communities and among laborers generally" was the fact that the civil service are being fairly well paid with very short hours and little work. He suggested that civil servants should double their labor and get a small increase in wages; he considered the Service could be reduced 50 per cent and then they would not be over-worked.

### Sent to Committee

In closing the debate, Hon. Mr. Maclean stated he thought the opinion of the House indicated that the bill should go to a committee and stated that this course would be followed. He pointed out that authority for the classification existed by the Civil Service Act of 1918 and so far as the employing of men from the United States was concerned he did not think there was anyone in Canada who could do the work. The bill was then referred to a special committee of the House of Commons.

### Service pensions

On October 7, in a discussion on a motion of Hon. Mr. Rowell, to provide certain pensions and compassionate allowances to the R. N. W. M. P., Mr. McKenzie, leader of the opposition, had a good word to say in regard to the civil service:—

"Some may say that they have a particularly good time and have nothing to do. I do not agree. Civil servants are doing very useful work and a great many of them are very capable men. We could not get along without them though we might get along with considerably fewer than we have, and I can see no reason why at the end of ten years' service a pension should be granted to the widow of a mounted policeman and her children for the rest of their lives and not given in the case of other employees of the Government."

To this Mr. Rowell replied: "I quite concede that a strong argument may be made for some kind of pension system for the Civil Service as a whole" but pointed out that in this case they were dealing with a pension system which had been already established and in which it was necessary to make certain changes.



### Board of Hearings

On October 9, Mr. Maclean presented the report of the special committee to which the bill had been referred. Briefly the committee approved the classification in principle, but recommended that compensation provisions should not come into effect until the beginning of the next fiscal year. It was also recommended that the Civil Service Commission further consider the classification and afford ample opportunity to all members of the civil service to be heard. It was recommended that the work should be completed by March 1, 1920, and then approved by Council.

On the same day, Mr. Donald Sutherland stated:—

"We have in the civil service of this country an example that all the other trades in the country are endeavoring to follow, namely: working from five and a half to six and a half hours a day under conditions where there is no competition and where there is no possibility of anybody's bringing out the sweat on their brows in carrying on their duties."

### Status of temporaries

On October 10 when Bill No. 18 was in committee there was considerable discussion. The question of raising the salaries of the commissioners developed opposition from a number of members but was finally put through. Other matters covered in committee related to the bill clause by clause and brought in pretty much the same sort of discussion as occurred last year when the bill was first introduced. Mr. Fripp brought up the question of provision for returned men employed in the Service in a temporary capacity. He suggested the bill should contain provision whereby these men could be promoted and made permanent by passing an examination in office duties. Mr. Maclean said he knew of no better way of destroying the civil service and "inflicting a great wrong on the national interests," than by legislating temporary employment into the civil service.

### "Able seaman"

Mr. Sinclair thought that the classification was not expert work, but that it was a dictionary which any ordinary intelligent man could make. He took the definition of "Able seaman" which he found all wrong and wanted to know on what principle an expenditure of \$50,000 could be justified "for the purpose of turning out a dictionary like this which is nothing more than a list of employees." Mr. Maclean replied that the classification was a splendid piece of work and that the committee of parliament

who heard the experts were of opinion that these experts "were exceedingly competent men and that they had done a splendid piece of work." Mr. Sinclair persisted in his belief that it was folly to attempt to classify an able seaman. Government ships would have to be run under the mercantile laws of the country and crews would keep changing and new crews would require to be taken on from time to time at prevailing rates of wages. Mr. Duff joined the discussion and wanted to know what would happen if an S. O. S. call should come from some ship in distress and the captain was compelled to apply to the Civil Service Commission for a crew. Mr. Maclean stated the act would cover the appointment of temporary employees, but Mr. Duff pointed out that the captain was a permanent employee, and that if he got sick when the steamer arrived in port it would be necessary for the Civil Service Commission to appoint a captain. "And", said Mr. Duff, "although they are gentlemen who are well qualified in certain respects they know no more about appointing a captain to a ship than I know about running an aeroplane." Mr. Maclean while not attempting to answer the particular question involved, pointed out that Parliament could not undertake to examine into the case of 50,000 people; that the Civil Service Commission had power to amend the classification from time to time, and that needed corrections could be made.

### Revenue post offices

On October 14, Hon. Mr. Maclean introduced Bill No. 31 to amend the Civil Service Act with respect to salaries of certain postmasters and assistant postmasters. This act was for the purpose of continuing in force regulations made by order-in-council giving the Postmaster-General power to determine what percentage of increased revenues should be computed as part of salaries of postmasters. On October 22, this bill came up for second reading and Mr. McQuarrie pointed out that the effect of the order which the bill sought to make permanent was to reduce the salaries of the postmasters. Mr. Maclean contended, however, that salaries had fallen as the result of loss of revenue during the war.

On November 8, certain amendments by the Senate, which Mr. Maclean stated were not very important (see November issue, page 459), were concurred in by the House and Bill 18, or as it is now known "The Civil Service Amendment Act, 1919," became law.

## THE PUBLIC HEALTH DEPT.

### Appointment of Deputy

*The Civilian* has the satisfaction this month of announcing another splendid example of the working of the merit system in the promotion of Mr. R. R. Farrow to the commissionership of customs, but while giving full credit for and recording extreme gratification at such evidence of good faith it must be regretfully admitted that there are occasions when grave doubts are created as to the thoroughness of the Government's conversion from the worship of its old fetish, Patronage.

In placing the present civil service legislation on the statute book the Government cut off the power to politically control appointments to the public service, "except in the case of commissioners and other members of any royal or other commission or board and deputy heads" (Section 38). Here is the one exception where the right of appointment has been reserved and it would surely be reasonable to expect that in making these appointments the first basic principle laid down for the guidance of the Civil Service Commission in its work would be jealously guarded and observed. Unfortunately in one recent case this very essential feature appears to have been completely ignored.

A new department of public health was created during the spring session of Parliament with Hon. N. W. Rowell as its acting head. The first step in organization was the appointment of a deputy minister and the first question naturally expected would be "Is there anyone in the public service already, who is qualified to worthily occupy so important and responsible a position?" Had such a question been asked with the desire to ascertain the fact an affirmative answer would not have been hard to find. At least three names at once suggest themselves and possibly there are others.

First, Dr. Frederick Montizambert, M.D., D.C.L., I.S.O., F.R.C.S., &c., who for over half a century has given the best of his splendid professional talent and ability to the public service in administering the quarantine regulations of which indeed he has been the author and originator. Made General Medical Superintendent of Canadian Quarantines in 1894, he subsequently became Director General of Public Health and Medical Advisor to the Government, and today has a wide reputation in his profession.

If, however, it may be objected that the organization of a department should be placed on younger shoulders, the name of Dr. Charles A. Hodgetts, Medical Advisor



to the Commission of Conservation and Canadian Red Cross Commissioner overseas, comes instantly to mind. Dr. Hodgetts has made a life study of every phase of public health and sanitation. He it was who first urged upon the Government through the Commission of Conservation the need of a Department of Public Health. His report on the important problem of the pollution of national waterways resulted in the formation of the International Joint Commission, his original and aggressive work on housing and town planning led to the rapid development of this branch of public amelioration, and at the international convention in Ottawa last month striking tribute was publicly paid to the services he had rendered in this connection. The organization of the machinery which today gathers and records the vital statistics of the Dominion was Dr. Hodgetts' work; his experience while secretary of the Ontario Board of Health and Deputy Registrar General of Vital Statistics in Toronto to which he succeeded when Dr. Bryce came to Ottawa peculiarly fitting him for this service.

On the lamented death of Mr. Burland, just as he was entering upon his duties as Red Cross Commissioner for Canada in England, which left that important position vacant, the unanimous choice of a successor fell upon Dr. Hodgetts and in 1914 he crossed to the old land and took charge of that work. His organizing and executive abilities here proved abundantly equal to the demands made upon them. Under his direction the varied ramifications of the society, entailing an expenditure reaching \$10,000 a day, developed and operated smoothly and efficiently. Three large hospitals were built, viz., the Canadian Red Cross Hospital in Paris, the Duchess of Connaught's Hospital at Cliveden, and the King's Canadian Red Cross Hospital at Bushey. Three others were equipped and started to work, while his advice and suggestions were largely utilized in the erection and equipping of the Ontario Government's Hospital at Orpington. After four years of invaluable service as Red Cross Commissioner, Dr. Hodgetts retired to enter the Imperial National Medical Service as Deputy Commissioner, visiting many parts of the Old Country in that capacity and eventually going to the Emerald Isle as Assistant Commissioner in Ireland and Deputy Commissioner in the Dublin area. In this position he continued his labors until the signing of the armistice enabled him to return to his desk in the office of the Commission of Conservation.

Of such a record any one might pardonably be proud and the public service of

Canada is honored in his work and achievements, but the modesty of the man has left them largely unrecorded.

Mention should be made also of the name of Dr. Peter H. Bryce, Medical Inspector of the Bureau of Immigration, a man who has been doing for the Government the good work which he began and pursued so successfully in the years when he was in charge of the health activities of the Province of Ontario.

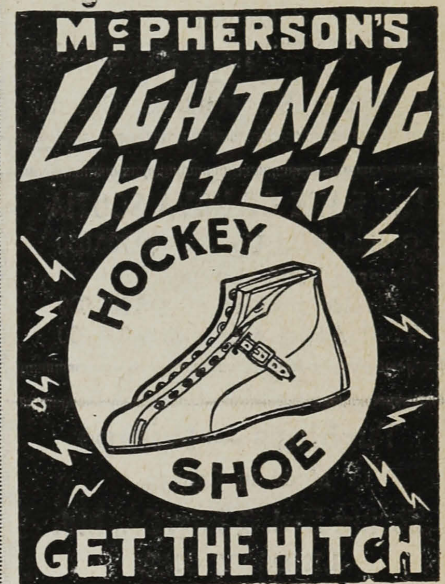
In thus criticizing the action of the Government in the appointment which has been made there is no desire to reflect upon the gentleman who has been selected. Dr. Amyot has a creditable professional record which curiously enough began in the office of Dr. Bryce and continued under Dr. Hodgetts in Toronto. He has also seen service overseas where he did useful work in the Medical Corps, but it is no disparagement of Dr. Amyot to emphasize the undoubted fact that there were better men already in the Service, whose claims to recognition would not have been overlooked if the merit system, now supposed to be the foundation stone in appointment to or promotion in the public service, had been impartially observed.

Our own idea is that the Federal Department of Public Health is far larger than medicine, and that consideration might have been seriously given to the appointment of an executive eminent for his achievements in sanitation and in the creation of conditions favorable for the promotion of health. This is all the more natural because of the pronouncement by the Hon. Mr. Rowell that the department was to fulfill in large measure the functions of a Department of Public Welfare. The fact that Dr. Hodgetts has such a record does not alter our contention that consideration might have been given to men who are not members of the medical fraternity.

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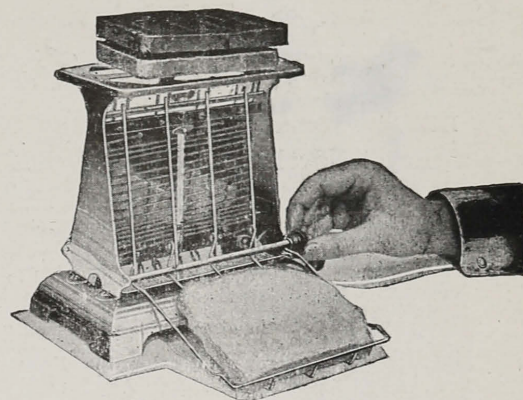
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